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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	<ul style="list-style-type: none"> <li>• <b>Job Delivery:</b> This section of the exam measures the competency of Implementation Specialists in configuring job delivery mechanisms, including job postings and integrations with external platforms to ensure jobs are accurately distributed.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Other Career Site Setup:</b> This section of the exam measures skills of SAP Consultants in configuring additional site features like data capture forms, metadata tags, and search engine optimization settings to enhance site performance and engagement.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> This section of the exam assesses the ability of Implementation Specialists to configure multiple locales on the career site, allowing organizations to deliver multilingual experiences tailored to global audiences.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Pages and Components:</b> This section of the exam evaluates the knowledge of Implementation Specialists in creating and managing pages and content blocks using Career Site Builder components, supporting modular design and dynamic content presentation.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Global Settings and Global Styles:</b> This section of the exam assesses the configuration skills of SAP Consultants related to the global settings and design styles that govern the overall look and feel of the career site, such as fonts, color schemes, and layout defaults.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Career Site Design and Accessibility:</b> This section of the exam measures the ability of Implementation Specialists to design career sites with a focus on user experience and accessibility standards, ensuring compliance and aesthetic consistency across devices.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Candidate Relationship Management:</b> This section of the exam evaluates the knowledge of Implementation Specialists in configuring and managing Candidate Relationship Management features, including campaigns, talent pools, and engagement workflows to support proactive recruiting strategies.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Candidate Experience Overview and Project Kickoff:</b> This section of the exam measures skills of Implementation Specialists and covers the initial stages of a Candidate Experience project, including scope definition, stakeholder alignment, and planning activities for launching a SuccessFactors Career Site Builder (CSB) implementation.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• <b>Site Setup:</b> This section of the exam evaluates the knowledge of SAP Consultants in setting up foundational elements of the external career site, such as domain configuration, site URLs, and basic technical alignment with SAP SuccessFactors Recruiting.</li> </ul>
Topic 10	<ul style="list-style-type: none"> <li>• <b>Implement Advanced Analytics:</b> This section of the exam assesses the skills of SAP Consultants in setting up and utilizing advanced analytics tools that track candidate behavior, site traffic, and performance metrics for actionable insights.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q14-Q19):

### NEW QUESTION # 14

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Create content type links in the header under About Us that link to the three internal pages.
- B. Enable the About Us link in the header that is provided with all CSB sites.
- C. Create category type links in the header under About Us that link to the three internal pages.
- D. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- E. Create a list type link in the header named About Us.

**Answer: A,D,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Configuring header links in CSB:

- \* Option A (Create content type links in the header under About Us that link to the three internal pages): Correct. Content pages (e.g., "About Us - Team") are linked as content type links in the header.
  - \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."
  - \* Option B (Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site): Correct. External links open corporate pages in a new tab/session.
  - \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."
  - \* Option C (Create a list type link in the header named About Us): Correct. A list type link groups the internal and external links under a dropdown labeled "About Us."
  - \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."
  - \* Option D (Create category type links): Incorrect. Category links are for job listings, not content pages.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

### NEW QUESTION # 15

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- **A. Configure options for the search results page and the job results cards for each of your customer's brands.**
- **B. Enable location-based searches on the search bar.**
- C. Configure a color or image for the search bar for each of your customer's brands.
- **D. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.**
- E. Select fields from the job requisition template to display in individual drop-down menus on the search bar.

**Answer: A,B,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Unified Data Model (UDM) enhances CSB's search experience:

- \* Option A (Enable location-based searches on the search bar): Correct. UDM supports location-based filtering (e.g., via Google Maps integration), a key feature for candidate search.
  - \* Option D (Select fields from the job requisition template for the search results card and designate on which line of the card to display each): Correct. UDM allows customization of search result cards (e.g., title, location) via mapped fields, configurable in CSB.
  - \* Option E (Configure options for the search results page and the job results cards for each of your customer's brands): Correct. Multi-brand sites can tailor search results and cards per brand in CSB.
  - \* Option B (Select fields from the job requisition template to display in individual drop-down menus on the search bar): Incorrect. Drop-downs are predefined (e.g., category, location), not fully customizable per requisition fields.
- : SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

### NEW QUESTION # 16

In order to add the Cloud Skills component to the Career Site, which of the following must be enabled? Note: There are 2 correct answers to this question.

- A. Multi-Stage Applications
- **B. Mobile Apply**
- **C. Unified Data Model**
- D. Legacy Candidate Workbench

**Answer: B,C**

### NEW QUESTION # 17

Based on leading practices, which of the following page types can contain job listings?

- A. Landing page
- B. Home page
- C. Content page
- **D. Category page**

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In CSB, page types serve distinct purposes:

\* Option C (Category page): Correct. Category pages are designed to display job listings grouped by criteria (e.g., department, location), a leading practice for job visibility.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category pages are the primary page type for displaying job listings, allowing candidates to browse jobs filtered by categories such as job type or location, per leading practices."

\* Option A (Content page): Incorrect. Content pages (e.g., "About Us") provide static information, not job listings.

\* Option B (Home page): Incorrect. The home page may feature select jobs (e.g., featured jobs), but it's not primarily for listings.

### NEW QUESTION # 18

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Welcome/Thanks for Creating Account
- **B. Data Capture Form Submitted - Welcome and Set Password Email**
- C. Career Site E-Mail Notification
- D. Recruiting Manual Candidate Creation Notification

**Answer: B**

### NEW QUESTION # 19

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