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C_THR84_2505 Reference



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>> C_THR84_2505 Online Training <<

C_THR84_2505 Online Training Exam 100% Pass | C_THR84_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience

Time is very important for everyone. As the saying goes, time is life so spend it wisely. We believe that you also don't want to spend much time on preparing for your SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience exam. How can you pass your exam and get your certificate in a short time? Our C_THR84_2505 exam torrent will be

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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • Career Site Builder Pages and Components: 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.
Topic 2	<ul style="list-style-type: none"> • Candidate Experience Overview and Project Kickoff: 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.
Topic 3	<ul style="list-style-type: none"> • Candidate Relationship Management: 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.
Topic 4	<ul style="list-style-type: none"> • Site Setup: 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.
Topic 5	<ul style="list-style-type: none"> • Other Career Site Setup: 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.
Topic 6	<ul style="list-style-type: none"> • Career Site Design and Accessibility: 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.
Topic 7	<ul style="list-style-type: none"> • Job Delivery: 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.
Topic 8	<ul style="list-style-type: none"> • Implement Advanced Analytics: 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.
Topic 9	<ul style="list-style-type: none"> • Move to Production: This section of the exam evaluates the skills of SAP Consultants in finalizing configuration and deploying the completed site from the staging environment to production, ensuring readiness and quality assurance prior to go-live.

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

NEW QUESTION # 14

Your customer requires a branded career site and is using the Unified Data Model. What are some of the configuration steps that you must complete? Note: There are 3 correct answers to this question.

- A. Configure the standard Marketing Brand Generic Object.
- B. Map the brand field from Setup Recruiting Marketing Job Field Mapping.
- C. Create the brands from Manage Data.
- D. Create a microsite for each brand.

- E. Configure a custom Marketing Brand Generic Object.

Answer: A,B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

For a multi-brand CSB site with UDM:

* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.

The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."

* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.

* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."

* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."

* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

NEW QUESTION # 15

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated Recruiting Posting and scheduled job scraping
- **B. Automated standard XML feeds and custom XML feeds**
- C. Automated standard XML feeds and scheduled job scraping
- **D. Automated standard XML feeds and Recruiting Posting**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP SuccessFactors Recruiting automates job delivery to external boards:

* Option A (Automated standard XML feeds and Recruiting Posting): Correct. Standard XML feeds push job data to job boards, and Recruiting Posting automates distribution to partnered boards (e.g., Indeed), a core feature of RMK.

* Option B (Automated standard XML feeds and custom XML feeds): Correct. Standard XML feeds cover common boards, while custom XML feeds (configured for specific boards) also automate delivery, offering flexibility.

* Option C (Automated Recruiting Posting and scheduled job scraping): Incorrect. Job scraping isn't an automated delivery method; it's a manual or third-party process to pull jobs, not push them.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 16

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form
- **B. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form**
- C. Existing candidates are NOT able to complete new fields on a data capture form.

- **D. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:

- * Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.
 - * SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."
 - * Reasoning: The email, sent via Recruiting Email Triggers, might include a personalized link (e.g., careers.bestrun.com/update-form?token=XYZ), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.
 - * Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" to john.doe@email.com, linking to a form where John adds "Project Management" to his profile.
 - * Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.
 - * SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form submission."
 - * Reasoning: After logging in at careers.bestrun.com/login, the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.
 - * Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.
 - * Option A (To complete any missing fields, the recruiter generates a code for the candidate to use): Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.
- : SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 17

What are some SAP-recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- **B. Integrate clean core practices in the end-to-end value process chain.**
- **C. Establish release management.**
- D. Establish an organizational structure, technical foundation, and transformation methodology
- **E. Establish regular housekeeping tasks and procedures.**

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's clean core strategy minimizes customizations to maintain system integrity and adaptability. Let's explore the guiding principles:

- * Option A (Establish release management): Correct. Structured release management ensures updates are applied systematically, preserving clean core standards.
- * SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "Establishing release management is a guiding principle for clean core operations, ensuring that updates are applied systematically without disrupting standard functionality."
- * Reasoning: For CSB, scheduling quarterly updates (e.g., patching via Command Center) with testing in Stage prevents conflicts with custom code, aligning with SAP's quarterly release cycles (e.g., Q1 2025).
- * Practical Example: "Best Run" plans releases, reviewing release notes on sap.com to apply CSB enhancements cleanly.
- * Option C (Establish regular housekeeping tasks and procedures): Correct. Routine maintenance prevents data or configuration clutter.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Regular housekeeping tasks, such as data cleanup and configuration reviews, are recommended to maintain a clean core and prevent technical debt."

* Reasoning: Monthly tasks like archiving old jobs or reviewing field mappings in Admin Center keep careers.bestrun.com efficient.

* Practical Example: "Best Run" runs a cleanup script to remove expired requisitions, verified in a test tenant.

* Option D (Integrate clean core practices in the end-to-end value process chain): Correct.

Embedding clean core ensures process alignment with SAP standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Integrating clean core practices into the end-to-end value process chain aligns customizations with SAP standards, enhancing system longevity."

* Reasoning: Using OData APIs for CSB integrations (e.g., job sync) instead of custom scripts maintains upgradability.

* Practical Example: "Best Run" adopts OData for Real Time Job Sync, avoiding legacy SOAP issues.

* Option B: Incorrect. A process transformation office is an organizational choice, not a core principle.

* Option E: Incorrect. This is an implementation approach, not a specific clean core guideline.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 18

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- B. Advanced Analytics can be implemented when the applicant status set is created.
- C. The steps to implement Advanced Analytics must be completed over two or more days.
- D. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

Answer: A,B

NEW QUESTION # 19

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