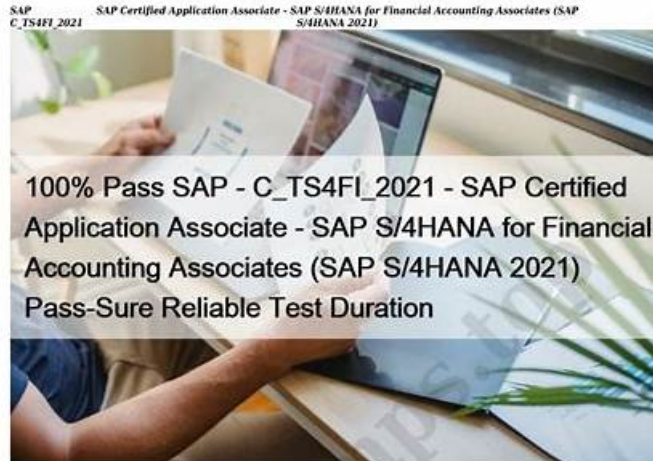


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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> • Career Site Builder Global Settings and Global Styles: 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.
Topic 5	<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.
Topic 6	<ul style="list-style-type: none"> • Configure Locales: 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site? Note: There are 2 correct answers to this question.

- A. jobs.<company>.com
- B. careers.<company>.com
- C. <company>.com/jobs
- D. <company>.careers.com

Answer: A,B

NEW QUESTION # 32

You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud. In which of the following pages can you configure the skills cloud component?

- A. Home Page
- B. Landing Page
- C. Job Page
- D. Category Page

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Skills Cloud component visually displays job skills as a word cloud, enhancing candidate understanding of role requirements.

Let's determine the appropriate page:

* Option D (Job Page): Correct. The Skills Cloud is configured on the Job Page, where individual job details are presented.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Skills Cloud component can be added to the Job Page in Career Site Builder, displaying a word cloud of skills pulled from the job requisition to highlight key competencies for that role."

* Reasoning: On careers.bestrun.com/job/123 (a Job Page), the Skills Cloud might show "Java, SQL, Teamwork" sized by relevance, derived from the requisition's skills field via the Unified Data Model (UDM). This placement provides context for a specific job.

* Practical Example: For a "Software Engineer" job at "Best Run," the cloud emphasizes

"Python" (large) and "Agile" (smaller), configured in CSB > Job Layouts > Add Component, tested in a sandbox.

* Option A (Landing Page): Incorrect. Landing Pages focus on campaigns or forms (e.g., a hiring event page), not individual job skill displays.

* Option B (Category Page): Incorrect. Category Pages list multiple jobs (e.g., "Sales Jobs"), not detailed skill clouds for a single role.

* Option C (Home Page): Incorrect. The Home Page highlights featured jobs or branding, not specific skill visualizations.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Skills Cloud).

NEW QUESTION # 33

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- B. The recruiter did NOT include the job with Sync Recruiting Jobs.
- C. The recruiter did NOT include a country.
- D. The recruiter did NOT include a job description.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.

* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.

* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

NEW QUESTION # 34

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note:

There are 3 correct answers to this question.

- A. Categories can be defined by selecting multiple values for the fields.
- B. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- C. Categories can be defined using Keyword or Location.
- D. Categories can be defined using a maximum of one filter field.
- E. Categories can be defined using objects or picklists from the job requisition template.

Answer: A,C,E

NEW QUESTION # 35

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

Answer: C,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 # 36

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