

Exam Questions for the SAP C-THR84-2505 - Master Your Certification Journey



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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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 9	<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.
Topic 10	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q39-Q44):

NEW QUESTION # 39

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- **A. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.**
- B. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- C. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- **D. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.**
- **E. The candidate selects "Hear more about career opportunities" when creating an account.**

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The "Hear more about career opportunities" flag ensures GDPR-compliant consent for email campaigns:

* Option A (The candidate updates the setting from their candidate profile): Correct. Candidates can opt in/out via their profile settings post-account creation.

* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates may update their 'Hear more about career opportunities' preference directly in their candidate profile, providing flexibility to manage marketing consent."

* Option C (The candidate selects "Hear more about career opportunities" when creating an account): Correct. During account creation (e.g., via data capture form), candidates can opt in.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When creating an account, candidates are presented with an option to select 'Hear more about career opportunities,' enabling consent for email campaigns at the point of registration."

* Option D (An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the option is enabled): Correct. A consent email with an opt-in link updates the flag upon candidate action.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "An Initial Consent email campaign can be sent to candidates,

and clicking the opt-in link will enable the 'Hear more about career opportunities' flag, ensuring compliance with consent regulations."

* Option B (A back-end script is run): Incorrect. Scripts aren't a standard method; consent must be candidate-driven for compliance.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 40

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

Answer: A,D

NEW QUESTION # 41

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

Answer: A,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 # 42

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- C. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- D. The customer maintains their own career site in addition to the CSB career site.

Answer: B,C

NEW QUESTION # 43

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- B. Map to ATS Capture statuses that are no longer in use.
- C. Determine when the CSB site went live by generating a date-based report.
- D. Backload the previous data by running Get Data One Time.
- E. Determine when the CSB site went live by running the App Status Audit Trail Report.

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) provides recruitment insights, but if not implemented at CSB go-live, retroactive setup is required to capture historical data. Let's break it down:

* Option A (Determine when the CSB site went live by running the App Status Audit Trail Report):

Correct. This report establishes the go-live date, crucial for defining the data range to backload.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To establish the starting point for data capture when Advanced Analytics is implemented post-CSB go-live, run the App Status Audit Trail Report to determine the exact date the site became active in production."

* Reasoning: Without knowing when careers.bestrun.com went live (e.g., January 15, 2025), you can't sync prior data. The report, accessed via Admin Center > Reporting, logs events like "CSB Production Activation."

* Practical Example: For "Best Run," running this on March 10, 2025, reveals "01/15/2025," setting the backload start.

* Option B (Map to ATS Capture statuses that are no longer in use): Correct. Legacy statuses ensure historical data integrity in AA reports.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When implementing Advanced Analytics after CSB go-live, map to ATS Capture statuses, including those no longer in use, to accurately reflect historical candidate pipeline data in reports."

* Reasoning: If "Interviewed" was retired in 2024 but used then, mapping it to "Interview Scheduled" in Admin Center > Advanced Analytics Configuration captures past candidates.

* Practical Example: "Best Run" maps "Old Offer" to "Offer Extended" for January data.

* Option C (Backload the previous data by running Get Data One Time): Correct. This imports historical data post-go-live into AA.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To include data from before Advanced Analytics was enabled, run the 'Get Data One Time' process in Command Center to backload historical recruiting data into the analytics platform."

* Reasoning: Without backloading, AA starts blank, missing metrics like hires from January to March 2025. This runs in Command Center > Data Management.

* Practical Example: "Best Run" runs this on March 10, syncing January 15-March 9 data.

* Option D: Incorrect. No "date-based report" exists for this; the Audit Trail (A) is the tool.

* Option E: Incorrect. Job Patch adjusts job data, not AA historical sync.

NEW QUESTION # 44

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