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SAP C_THR84_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- B. All of the customer's jobs are included in a standard XML feed.
- C. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- D. Customers need to renew XML job feeds annually.

Answer: A,B

NEW QUESTION # 13

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note: There are 2 correct answers to this question.

- A. Check the Export Automated Process Logs from Command Center.
- B. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- C. Check that each user has a unique email address.

- D. Check the Export Jobs to CSV log from Command Center.

Answer: A,C

NEW QUESTION # 14

What happens if a candidate is navigating the Career Site Builder site and clicks to access a branded page that has NOT been built?

- A. The home page for that brand will display.
- B. An error message will be displayed.
- **C. The page for the default brand will display.**
- D. A message will display asking the candidate to select a brand.

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In a multi-brand CSB site, each brand has configured pages (e.g., home, category). If a branded page isn't built:

* Option C (The page for the default brand will display): Correct. CSB is designed to fall back to the default brand's page (typically the primary brand) when a specific branded page is missing. This ensures a seamless candidate experience without dead ends.

* Option A (An error message will be displayed): Incorrect. CSB avoids error messages in favor of fallback mechanisms to maintain user engagement.

* Option B (The home page for that brand will display): Incorrect. If the page hasn't been built, no brand-specific home page exists to display.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Multi- Brand Configuration).

NEW QUESTION # 15

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. Customers can grant access to the dashboard to partners.**
- **B. It can be accessed by using SAP For Me.**
- C. Customers can use the dashboard in the dev, test, and production tenants.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: A,B

NEW QUESTION # 16

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements.

Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- **A. One standard XML feed is included in the statement of work for a standard recruiting implementation.**
- **B. All of the customer's jobs are included in a standard XML feed.**
- C. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- D. Customers need to renew XML job feeds annually.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Standard XML feeds automate job distribution:

* Option A (One standard XML feed is included in the statement of work for a standard recruiting implementation): Correct. The SOW includes one feed as a baseline service.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A standard recruiting implementation includes the creation of one standard XML feed within the statement of work to support automated job distribution."

* Option D (All of the customer's jobs are included in a standard XML feed): Correct. Standard feeds aggregate all active jobs unless filtered.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The standard XML feed includes all of the customer's active job requisitions by default, providing comprehensive distribution to supported job boards."

* Option B (Customers need to renew XML job feeds annually): Incorrect. Feeds don't require annual renewal; they persist unless

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

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