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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 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"> 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"> 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 10	<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 (Q67-Q72):

NEW QUESTION # 67

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

Answer: A,D

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 # 68

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. Corporate Home
- B. **View All Jobs**
- C. Careers Home
- D. **Top Job Searches**

Answer: B,D

NEW QUESTION # 69

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

- A. **Links to Category pages**
- B. Links to social networks
- C. **Links to Content pages**
- D. Links to top job searches

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The header navigation menu in Career Site Builder (CSB) is a critical element for candidate navigation, and SAP recommends including items that enhance usability and job discovery:

- * Option A (Links to Content pages): Correct. Content pages (e.g., "About Us," "Benefits") provide candidates with company information, making them a recommended inclusion in the header for easy access.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The header navigation menu should include links to content pages such as 'About Us' or 'Our Culture' to provide candidates with additional context about the organization, improving engagement."
- * Option C (Links to Category pages): Correct. Category pages (e.g., "Sales Jobs," "Engineering Jobs") help candidates quickly find relevant job listings, aligning with SAP's focus on job-centric navigation.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Links to category pages in the header navigation menu are recommended to facilitate direct access to job listings grouped by type or department, enhancing the candidate experience."
- * Option B (Links to top job searches): Incorrect. While useful, top job searches are typically featured in the footer or search bar suggestions, not the header, to keep it uncluttered.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Navigation).

NEW QUESTION # 70

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

- A. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- **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. Implement Advanced Analytics immediately following the Career Site Builder site go-live.**

Answer: B,D

NEW QUESTION # 71

Which of the following are included in a standard Recruiting statement of work? Note: There are 3 correct answers to this question.

- A. Enable Mobile Apply.
- **B. Configure 20 Category or Content pages.**
- C. Configure one custom XML feed.
- **D. Configure one job layout.**
- **E. Configure one standard XML feed.**

Answer: B,D,E

NEW QUESTION # 72

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