

Exam C_THR84_2505 Format - Latest C_THR84_2505 Test Prep



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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">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">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"> 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"> 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"> 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 8	<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.

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

NEW QUESTION # 39

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

Answer: A

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 # 40

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may see different job layouts.
- B. Internals and externals may see different headers and footers.
- C. Internals and externals may be able to apply to different jobs.
- D. Internals and externals may see different page components.

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enabling an internal career site in Career Site Builder (CSB) allows tailored experiences for employees vs. external candidates, leveraging audience-specific configurations. Let's detail the differences:

* Option A (Internals and externals may see different job layouts): Correct. Job layouts can vary based on audience to reflect internal vs. external needs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When the internal career site is enabled, different job layouts can be configured for internal employees and external candidates, allowing customization such as additional internal-only fields or simplified external views."

* Reasoning: Internals might see a three-column layout with "Internal Transfer Info" on careers.

bestrun.com/internal/job/123, while externals get a two-column layout on careers.bestrun.com/job/123. This is set in CSB > Custom Layouts Editor with audience rules.

* Practical Example: For "Best Run," internals see "Referral Bonus" details, while externals see a basic apply section, tested in a sandbox.

* Option C (Internals and externals may see different page components): Correct. Components can be tailored to each audience's context.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Page components, such as banners or call-to-actions, can differ between internal and external views when the internal career site is enabled, tailoring content to each audience."

* Reasoning: A "Welcome Employees" banner appears for internals on the Home page, while externals see "Join Us," configured in CSB > Pages > Components > Audience Settings.

* Practical Example: "Best Run" shows an "Internal News" component for employees, not externals, verified post-login.

* Option B: Incorrect. Headers and footers are typically global, managed in Global Styles, not audience- specific.

* Option D: Incorrect. Job eligibility is determined in Recruiting Management (e.g., internal job flags), not CSB display differences.

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

NEW QUESTION # 41

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. The customer translated HTML tags and tokens in the locale columns of the configuration workbook.
- B. The customer has NOT approved the default locale.
- C. The consultant did NOT include all of the text for the default locale in the configuration workbook.
- D. The customer requested changes to the localization of system text in Career Site Builder.
- E. Google Translate did NOT contain all of the terms in the text for your customer's site.

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Localization in CSB involves translating site content for different locales:

- * Option B (The customer translated HTML tags and tokens in the locale columns of the configuration workbook): Correct. Translating tags/tokens (e.g., <p>, {jobTitle}) corrupts the workbook, delaying processing as they must remain untranslated.
- * SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "HTML tags and tokens in the configuration workbook must not be translated; translating these elements will cause errors and delay the localization process."
- * Option C (The customer has NOT approved the default locale): Correct. The default locale (e.g., en_US) must be approved first, as it's the baseline for translations, causing delays if pending.
- * SAP Documentation Excerpt: From the Localization Guide: "Approval of the default locale is required before additional locales can be processed, as it serves as the reference point for all translations."
- * Option E (The consultant did NOT include all of the text for the default locale in the configuration workbook): Correct. Missing default text prevents complete translation, stalling the process.
- * SAP Documentation Excerpt: From the Localization Guide: "The consultant must ensure all text for the default locale is included in the configuration workbook; omissions will delay the localization timeline."
- * Option A (Google Translate did NOT contain all of the terms): Incorrect. Google Translate isn't an official SAP tool for CSB localization; delays stem from process errors, not external tools.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 42

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

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

Answer: A,B,E

NEW QUESTION # 43

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Social share
- B. Site banner
- C. Footers
- D. Colors
- E. Headers

Answer: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the options in depth:

- * Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."
- * Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.
- * Practical Example: For "Best Run Corp," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.
- * Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In /Language component, are set globally to provide a cohesive navigation experience.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."

- * Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrn.com/job/123 and careers.bestrn.com/about.
- * Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.
- * Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.g., #FF0000 for red) to ensure brand consistency across all CSB pages."
- * Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker in CSB > Global Styles.
- * Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.
- * Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 44

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