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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Candidate Relationship Management:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Other Career Site Setup:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Global Settings and Global Styles:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Job Delivery:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Site Setup:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Pages and Components:</b> 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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q55-Q60):

#### NEW QUESTION # 55

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- A. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- B. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- C. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.
- D. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Managing excess qualified candidates efficiently is a key feature of SAP SuccessFactors Recruiting:

\* Option C (Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there): Correct. The "Silver Medalist" status is a common practice to tag high-quality candidates not selected for a role. This status, configured in the applicant status set, allows recruiters to track them in the Recruiting Management system for future opportunities.

\* SAP Documentation Excerpt: From the Recruiting Management Configuration Guide:

"Applicant statuses can be customized to include categories such as 'Silver Medalist' to identify candidates who were highly qualified but not selected. This status enables recruiters to maintain a pipeline of talent within the system for future consideration."

\* Option D (Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools): Correct. Talent pools in SAP SuccessFactors allow recruiters to group candidates by criteria (e.g., skills, roles) for future recruitment. Adding "Silver Medalists" to talent pools centralizes them for critical positions.

\* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Talent pools provide a centralized repository for storing candidate profiles. Recruiters can add candidates who were not hired but deemed qualified to specific pools, enabling proactive sourcing for critical or hard-to-fill roles."

\* Option A (Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified): Incorrect. A content page educates candidates but doesn't consolidate them in a central system location for recruiters' use.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Management Configuration Guide; Talent Pool Administration Guide.

#### NEW QUESTION # 56

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- A. Until CSB Role Based Permission is enabled, NO users can access CSB.
- B. Site setup settings are located within CSB and should only be accessed by trained administrators.
- C. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.
- D. When CSB Role Based Permission is enabled, administrators receive a notification that users also need permissions in Admin Center.

**Answer: B,C**

#### NEW QUESTION # 57

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. All of the customer's jobs are included in a standard XML feed.
- B. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- 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 reconfigured.

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

### NEW QUESTION # 58

Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Provides insight into which sources are delivering high-quality candidates
- B. Allows customers to drill into recruiting data such as dates, brands, and job categories
- C. Provides a variety of options for generating graphics to display report results
- D. Allows customers to evaluate trends in source performance over time
- E. Allows customers to track direct and indirect recruiting costs for job postings

**Answer: A,B,D**

### NEW QUESTION # 59

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

**Answer: B,D**

### NEW QUESTION # 60

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