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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q28-Q33):

NEW QUESTION # 28
Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Exploring released APIs is essential for integration planning in SAP SuccessFactors. Let's evaluate the options:
* Option B (SAP Business Accelerator Hub): Correct. This is SAP's official platform for discovering APIs across its portfolio, including SuccessFactors.
* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The SAP Business Accelerator Hub (previously API Business Hub) is the recommended tool to explore released APIs for SAP SuccessFactors, providing detailed documentation, endpoints, and sample requests for integration purposes."
* Reasoning: At hub.sap.com, users access APIs like the Recruiting OData API (e.g., /odata/v2
/JobRequisition) with specs, schemas, and sandbox testing. It's designed for developers to review endpoints for CSB integrations.
* Practical Example: For "Best Run," a consultant visits the Hub, searches "SuccessFactors Recruiting," and reviews the OData API, downloading a sample GET
/JobRequisition?$filter=status eq 'Open' on March 4, 2025.
* Option A (SAP Application Interface Framework): Incorrect. AIF monitors and customizes interfaces in SAP ERP, not for exploring SuccessFactors APIs.
* Option C (SAP Integration Suite): Incorrect. This toolset builds integrations, not a discovery platform for released APIs.
: SAP SuccessFactors - Integration Strategy Guide (API Exploration); SAP Business Accelerator Hub Documentation.

NEW QUESTION # 29

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. If blue text is used on the site, ensure that it's always used to represent links.
- B. All external links from the career site should open in the same browser window.
- C. Include multiple links to the customer's corporate site.
- D. Populate the title text for each link.
- E. When a user clicks on the link, immediately display what the user expects to see.

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:
* Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.
* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."
* Reasoning: On careers.bestrun.com, a link Sales helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.
* Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.
* Option D (When a user clicks on the link, immediately display what the user expects to see):
Correct. Links must meet user expectations for trust and efficiency.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."
* Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.
* Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.
* Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct.
Consistent styling signals interactivity.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it consistently across the site to signal clickable elements to candidates."
* Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.
* Practical Example: "Best Run" uses blue for all links, tested for uniformity.
* Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.
* Option C: Incorrect. External links typically open in new tabs for UX, configured with target="_blank".

NEW QUESTION # 30

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Users must be set up for Recruiter SSO.
- B. Advanced Analytics user permissions are configured in Command Center.
- C. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- D. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.

Answer: A,C

NEW QUESTION # 31

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Forwarded
- B. Invited to Apply
- C. Withdrawn by Candidate
- D. Auto Disqualified

Answer: A,B

NEW QUESTION # 32

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Users must be set up for Recruiter SSO.
- B. Advanced Analytics user permissions are configured in Command Center.
- C. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- D. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Advanced Analytics (AA) permissions are critical for data access:
* Option B (Users must be set up for Recruiter SSO): Correct. Single Sign-On (SSO) ensures secure, streamlined access to AA.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Users accessing Advanced Analytics must be configured with Recruiter SSO to ensure seamless and secure authentication across Recruiting tools."
* Option D (Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details): Correct. Permissions can be tiered for summary or detailed views.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Permissions can be defined to restrict users to high-level reports or grant drill-down capabilities into detailed recruiting data, based on role requirements."
* Option A: Incorrect. Permissions can be set pre-CSB go-live for testing.
: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide.

NEW QUESTION # 33

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