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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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	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	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 (Q18-Q23):

NEW QUESTION # 18

After enabling the Unified Data Model, why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note: There are 3 correct answers to this question.

- A. To provide fields that online sources require for XML feeds
- B. To provide fields for filtering reports in Advanced Analytics
- C. To support the use of job requisition fields in Career Site Builder
- D. To ensure that no more than five custom fields are required for Recruiting Marketing
- E. To support job posting to career sites built with Career Site Builder

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Unified Data Model (UDM) in SAP SuccessFactors Recruiting enhances data consistency across Recruiting Marketing (RMK) and Career Site Builder (CSB). Field mapping in Setup Recruiting Marketing Job Field Mapping is critical:

* Option A (To support job posting to career sites built with Career Site Builder): Correct. Mapping ensures job requisition fields (e.g., title, location) are correctly displayed on the CSB site, enabling seamless job posting.

* Option C (To support the use of job requisition fields in Career Site Builder): Correct. UDM relies on mapped fields to populate CSB components (e.g., search filters, job details), ensuring candidates see accurate data.

* Option E (To provide fields for filtering reports in Advanced Analytics): Correct. Mapped fields feed into Advanced Analytics, allowing filtering by attributes like location or department for actionable insights.

* Option B (To provide fields that online sources require for XML feeds): Incorrect. XML feeds for job boards are managed separately (e.g., via Recruiting Posting), not directly tied to UDM field mapping in CSB.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Advanced Analytics Guide.

NEW QUESTION # 19

What must you consider when configuring custom headers in Career Site Builder?

- A. The Sign-In and Language component is required.
- B. The Logo component is required.
- C. If a custom header is configured, then all of the headers on the career site must be custom.
- D. Each component in a custom header must be configured on a separate row.

Answer: A

NEW QUESTION # 20

What actions can you take in the Career Site Builder Functions Viewer?

- A. Modify existing functions.
- B. Delete existing functions.
- C. Create new functions.
- D. Copy existing functions.

Answer: B

NEW QUESTION # 21

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Auto-populate from a saved search.
- B. Add from a Candidate Search.
- C. Candidates can add themselves.
- D. Add from the Applicant Workbench.
- E. Add from an email campaign.

Answer: A,B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools store candidates for future roles:

- * Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.
 - * SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."
 - * Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
 - * SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
 - * Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
 - * SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
 - * Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.
- : SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 22

our customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Map each Job Location Generic Object to a Location Foundation Object.
- B. Configure Job Location Generic Objects.
- C. Configure multi-locations for the locations.
- D. Enable the Unified Data Model in Career Site Builder.

Answer: B,D

NEW QUESTION # 23

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