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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q50-Q55):

NEW QUESTION # 50

Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- B. The Apply Now button should be present only at the bottom of the job page.
- C. Some layouts will have one column, some will have two columns, and some will have three columns.
- D. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- E. Regardless of the number of columns used, the search bar must span across the top of all job pages.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Custom Layouts Editor in CSB with the Unified Data Model (UDM) allows tailored job page displays to meet diverse customer needs. Let's break it down:

* Option A (Different fields from the job requisition template can be used to define the layout rules for the different job layouts):

Correct. Layout rules can be based on requisition fields (e.g.,

"Department" = "Sales" triggers a two-column layout).

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "In the Custom Layouts Editor, administrators can define layout rules using fields from the job requisition template, such as department or job type, to apply different layouts to specific job categories."

* Reasoning: In CSB > Custom Layouts Editor, mapping "Department" to a rule (e.g., Sales = 2 columns, Tech = 3 columns) tailors displays. This leverages UDM's field mapping from Admin Center > Setup Recruiting Marketing Job Field Mapping.

* Practical Example: For "Best Run," a "Sales" job uses a layout with skills on the left, while a

"Tech" job adds a third column for certifications.

* Option B (The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout):

Correct. The default layout serves as a fallback or intentional override.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The default job layout can be applied to specific jobs in the Custom Layouts Editor, overriding layout rules if needed, to ensure flexibility in presentation."

* Reasoning: A job matching a "Sales" rule can manually use the default layout (e.g., one column) for consistency, configured in CSB > Job Layouts > Exceptions.

* Practical Example: "Best Run" sets a "Manager" job to the default despite a "Sales" rule, verified in a test job page.

* Option E (Some layouts will have one column, some will have two columns, and some will have three columns): Correct. Column flexibility supports varied designs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Custom Layouts Editor supports configuring layouts with one, two, or three columns, allowing varied presentations based on customer requirements."

* Reasoning: A one-column layout lists details vertically, a two-column splits job info and apply, and a three-column adds skills-configured in CSB > Layouts > Column Settings.

* Practical Example: "Best Run" uses one column for mobile, two for desktop, and three for detailed roles.
 * Option C: Incorrect. The search bar's position is a global setting in Global Styles, not layout-specific.
 * Option D: Incorrect. The Apply Now button's placement (top/bottom) is configurable per layout, not fixed.
 : SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Administration Guide (Custom Layouts).

NEW QUESTION # 51

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. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- **B. All of the customer's jobs are included in a standard XML feed.**
- **C. One standard XML feed is included in the statement of work for a standard recruiting implementation.**
- D. Customers need to renew XML job feeds annually.

Answer: B,C

NEW QUESTION # 52

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- **C. Customers can grant access to the dashboard to partners.**
- **D. It can be accessed by using SAP For Me.**

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The clean core dashboard monitors system health and compliance with SAP's clean core strategy, minimizing customizations. Let's detail its features:

- * Option A (It can be accessed by using SAP For Me): Correct. SAP For Me serves as the entry point for dashboard access.
- * SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The clean core dashboard is accessible via SAP For Me, providing customers with a centralized view of system compliance with clean core principles."
- * Reasoning: Logging into sapforme.com, users navigate to the SuccessFactors section to view clean core metrics (e.g., customization levels) for CSB. This is a unified SAP portal feature.
- * Practical Example: For "Best Run," a consultant logs in on March 4, 2025, to check careers.bestrun.com's clean core score.
- * Option D (Customers can grant access to the dashboard to partners): Correct. Partner collaboration is supported for optimization.
- * SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "Customers can grant clean core dashboard access to partners, enabling collaboration on maintaining a standardized system environment."
- * Reasoning: In SAP For Me > User Management, granting view-only access to a partner (e.g., a consultant) allows them to assess and suggest clean core improvements.
- * Practical Example: "Best Run" shares access with their implementation partner to review API usage.
- * Option B: Incorrect. The dashboard is specific to SuccessFactors, not all S/4HANA editions.
- * Option C: Incorrect. It's limited to production in SuccessFactors, per security constraints.
- : SAP SuccessFactors - Integration Strategy Guide (Clean Core Dashboard).

NEW QUESTION # 53

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Assist the customer to complete the Readiness Checklist.
- B. Finish the CSB Configuration Workbook.
- **C. Review the statement of work (SOW).**
- **D. Develop the CSB project plan.**

Answer: C,D

NEW QUESTION # 54

In order to add the Cloud Skills component to the Career Site, which of the following must be enabled? Note: There are 2 correct answers to this question.

- **A. Unified Data Model**
- B. Multi-Stage Applications
- **C. Mobile Apply**
- D. Legacy Candidate Workbench

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Cloud Skills component in Career Site Builder (CSB) displays job skills in a visually engaging word cloud format, typically on the job page. To enable this:

* Option A (Mobile Apply): Correct. Mobile Apply ensures candidates can interact with job features (like Cloud Skills) on mobile devices, a prerequisite for modern CSB components.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Mobile Apply must be enabled to support advanced components such as Cloud Skills, ensuring a seamless candidate experience across devices, including mobile."

* Option D (Unified Data Model): Correct. The Unified Data Model (UDM) provides structured data (e.g., skills from job requisitions) required to populate the Cloud Skills component dynamically.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "The Cloud Skills component requires the Unified Data Model to be enabled, as it leverages mapped job requisition fields, such as skills, to generate the word cloud display on the career site."

* Option B (Legacy Candidate Workbench): Incorrect. The Legacy Workbench is an outdated internal tool, unrelated to CSB candidate-facing features like Cloud Skills.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Component Configuration); Unified Data Model Configuration Guide.

NEW QUESTION # 55

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