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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 5	<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 6	<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 7	<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.
Topic 8	<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.

>> C_THR84_2505 Exam Test <<

C_THR84_2505 Exam Questions - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Study Question & C_THR84_2505 Test Guide

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):

NEW QUESTION # 42

You have created a data capture form. What are some options when adding the form to a Landing page? Note: There are 3 correct answers to this question.

- A. You can modify the messages displayed after the candidate submits the form.
- B. You can configure a specific job alert associated with candidates who submit the form.
- C. You can update the text on the data privacy consent statement.
- D. You can configure the options when a candidate already has a candidate profile.
- E. You can customize the instructions to complete the form.

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Data capture forms on CSB Landing pages collect candidate information (e.g., for talent pipelines) and offer configurable options to enhance user experience. Let's explore each possibility:

* Option C (You can configure the options when a candidate already has a candidate profile):

Correct. CSB allows settings to handle existing candidates, such as prompting them to log in or update their profile instead of creating duplicates.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For data capture forms, configure options for candidates with existing profiles, such as prompting them to update their information or linking to their current profile, to avoid duplication."

* Reasoning: If a candidate with a profile (e.g., john.doe@bestrun.com) submits a form on a Landing page (e.g., careers.bestrun.com/campaign), CSB can display "Log in to update" rather than a new form, configured in CSB > Forms > Settings > Profile Matching.

* Practical Example: For "Best Run," a returning candidate sees a login prompt, ensuring data integrity.

* Option D (You can customize the instructions to complete the form): Correct. Instructions guide candidates and can be tailored to

clarify expectations.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When adding a data capture form to a Landing page, administrators can customize the instructions displayed above the form to provide clear guidance to candidates on how to complete it."

* Reasoning: Adding "Please enter your skills and email to join our talent network" in CSB > Landing Pages > Form Settings improves completion rates.

* Practical Example: On careers.bestrun.com/join, instructions like "Fill all fields for faster processing" are set.

* Option E (You can modify the messages displayed after the candidate submits the form): Correct.

Post-submission messages can be personalized to confirm success or guide next steps.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Post- submission messages for data capture forms on Landing pages can be modified to reflect the customer's messaging, such as thanking candidates or providing next steps."

* Reasoning: Changing the default "Thank you" to "Welcome to Best Run! Check your email" in CSB > Forms > Success Messages enhances engagement.

* Practical Example: After submission on careers.bestrun.com/join, "You're now in our talent pool!" appears.

* Option A (You can configure a specific job alert associated with candidates): Incorrect. Job alerts are set in E-Mail Notification Templates Settings, not tied directly to form submissions on Landing pages.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Data Capture Forms); Recruiting Marketing Guide.

NEW QUESTION # 43

Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Select images that have a strong focal point.
- B. Do NOT use embedded text on images.
- C. Alt Text is NOT required for logos on the site.
- D. Unique alt text should be populated for all images in all languages.
- E. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.

Answer: A,B,D

NEW QUESTION # 44

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Data Capture Form Submitted - Welcome and Set Password Email
- B. Welcome/Thanks for Creating Account
- C. Recruiting Manual Candidate Creation Notification
- D. Career Site E-Mail Notification

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Data capture forms in CSB collect candidate information (e.g., name, email) without requiring a full job application. After submission, an email trigger notifies the candidate. Here's why D is correct:

* Option D (Data Capture Form Submitted - Welcome and Set Password Email): This trigger is specifically designed for data capture form submissions. It sends a welcome email with a link to set a password, enabling candidates to create an account and access the career site. It aligns with the scenario of capturing initial candidate interest and encouraging further engagement.

* Option A (Career Site E-Mail Notification): Too generic; it doesn't specify the data capture context and isn't a defined trigger for this purpose.

* Option B (Recruiting Manual Candidate Creation Notification): This applies to recruiters manually adding candidates in the system, not form submissions by candidates.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide.

NEW QUESTION # 45

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

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

Answer: D

NEW QUESTION # 46

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Create an Account page
- B. Job alerts email template
- C. Data capture form
- D. Search bar

Answer: A

NEW QUESTION # 47

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