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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	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 3	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 4	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 5	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 6	• 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 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q71-Q76):

NEW QUESTION # 71

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

Answer: A,B,D

NEW QUESTION # 72

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. Use Google Translate to translate text for locales.
- B. If the customer requires only one language and it is NOT en_US, you can change the default locale.
- C. Follow the same layout for the localized pages as the default locale.
- D. Create the Home page for the locale instead of duplicating it from the default locale.

Answer: B,C

NEW QUESTION # 73

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. Regardless of the number of columns used, the search bar must span across the top of all job pages.

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

Answer: B,D,E

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 # 74

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP Support Portal
- B. Functional consultant or customer
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Professional Services

Answer: B

NEW QUESTION # 75

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

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

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Custom headers in Career Site Builder (CSB) allow branding and navigation customization, but certain considerations ensure functionality and compliance. Let's evaluate:

* Option C (The Sign-In and Language component is required): Correct. This component enables candidates to log in and switch languages, a mandatory feature for a usable site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When configuring custom headers in CSB, the Sign-In and Language component is required to provide candidates with access to their profiles and language options, ensuring a functional and inclusive site."

* Reasoning: Without Sign-In (for returning candidates) and Language (for multi-locale sites like careers.bestrun.com/en or /fr), the header lacks core functionality. For "Best Run," this appears as

"Sign In | EN | FR" in the top right, configured in CSB > Headers > Add Component.

* Practical Example: In a custom header for "Best Run," adding this component ensures a French candidate can switch to fr_FR, tested in a staging environment.

* Option A (The Logo component is required): Incorrect. A logo is recommended for branding but optional; a text-based header (e.g., "Best Run Jobs") is acceptable.

* Option B (Each component must be on a separate row): Incorrect. Components (e.g., logo, navigation) can share rows for flexible design, set in CSB > Headers > Layout.

* Option D (All headers must be custom): Incorrect. Custom headers can coexist with default headers on other pages, offering design flexibility.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

NEW QUESTION # 76

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