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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 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 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	• 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 5	• 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 6	• 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 7	• 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 8	• 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 9	• 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 10	• 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.

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100% Pass SAP - C_THR84_2505 - High Pass-Rate Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Exam Guide

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57
What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

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

Answer: A,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Creating locales in Career Site Builder (CSB) ensures a consistent multi-language experience for candidates.
Let's evaluate the leading practices:
* Option C (Follow the same layout for the localized pages as the default locale): Correct.
Maintaining a consistent layout across locales enhances usability and reduces confusion.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to maintain the same page layout for localized pages as the default locale, ensuring a consistent candidate experience regardless of language."
* Reasoning: If the en_US Home page has a banner, job search bar, and footer, the fr_FR version should mirror this structure (e.g., careers.bestrun.com/fr). This is configured in CSB > Pages > Layout, ensuring navigation remains intuitive.

* Practical Example: For "Best Run," the French Home page retains the same two-column layout as English, with "Rechercher des emplois" replacing "Search Jobs."
* Option D (If the customer requires only one language and it is NOT en_US, you can change the default locale): Correct. Flexibility to set a non-default language simplifies single-language sites.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a customer requires only one language and it is not en_US (e.g., fr_FR), the default locale can be changed in CSB settings to match the customer's primary language."
* Reasoning: In CSB > Settings > Site Configuration > Locales, changing the default from en_US to fr_FR ensures all system text (e.g., "Apply") appears as "Soliciter" from the start, avoiding translation overhead.
* Practical Example: For a French-only "Best Run" site, setting fr_FR as default eliminates en_US prompts, verified in a sandbox.
* Option A (Create the Home page for the locale instead of duplicating): Incorrect. Duplicating the default locale's Home page is faster and ensures consistency, as creating from scratch risks misalignment.
* Option B (Use Google Translate): Incorrect. Google Translate lacks precision for technical or brand- specific terms; manual or professional translation is recommended to avoid errors.

NEW QUESTION # 58

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note: There are 2 correct answers to this question.

- A. Add a campaign code to all XML job feeds that you create for your customer.
- B. Recommend that your customer opt-in for the Organic Network.
- C. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- D. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.

Answer: A,D

NEW QUESTION # 59

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. API Key is from CSB > Settings > Site Configuration> Site Integrations.
- B. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- C. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
- D. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.

Answer: B,C

NEW QUESTION # 60

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- C. The customer maintains their own career site in addition to the CSB career site.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

Answer: A,B

NEW QUESTION # 61

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

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

Answer: A,C

NEW QUESTION # 62

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