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If you want to demonstrate your expertise in solving complex SAP real-life problems, then you need to pass the SAP C\_THR84\_2505 certification exam. However, passing this exam is not an easy task. It requires you to master complicated subjects related to SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience. To help you prepare for this exam, Itbraindumps offers verified SAP C\_THR84\_2505 Exam Questions that are ruling the preparation world.

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## C\_THR84\_2505 Fresh Dumps & Latest C\_THR84\_2505 Exam Format

Hundreds of candidates want to get the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C\_THR84\_2505) certification exam because it helps them in accelerating their SAP careers. Cracking the C\_THR84\_2505 exam of this credential is vital when it comes to the up gradation of their resume. The C\_THR84\_2505 Certification Exam helps students earn from online work and it also benefits them in order to get a job in any good tech company.

### SAP C\_THR84\_2505 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                         |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>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.</li></ul> |

|         |                                                                                                                                                                                                                                                                                                                                                                                                           |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 2 | <ul style="list-style-type: none"> <li>• <b>Candidate Experience Overview and Project Kickoff:</b> 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.</li> </ul> |
| Topic 3 | <ul style="list-style-type: none"> <li>• <b>Implement Advanced Analytics:</b> 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.</li> </ul>                                                                                               |
| Topic 4 | <ul style="list-style-type: none"> <li>• <b>Site Setup:</b> 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.</li> </ul>                                                                                    |
| Topic 5 | <ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> 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.</li> </ul>                                                                                                      |
| Topic 6 | <ul style="list-style-type: none"> <li>• <b>Move to Production:</b> 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.</li> </ul>                                                                                       |

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q53-Q58):

### NEW QUESTION # 53

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. The candidate selects "Hear more about career opportunities" when creating an account.
- B. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- C. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.
- D. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- E. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.

**Answer: A,C,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The "Hear more about career opportunities" flag ensures GDPR-compliant consent for email campaigns:

\* Option A (The candidate updates the setting from their candidate profile): Correct. Candidates can opt in/out via their profile settings post-account creation.

\* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates may update their 'Hear more about career opportunities' preference directly in their candidate profile, providing flexibility to manage marketing consent."

\* Option C (The candidate selects "Hear more about career opportunities" when creating an account): Correct. During account creation (e.g., via data capture form), candidates can opt in.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When creating an account, candidates are presented with an option to select 'Hear more about career opportunities,' enabling consent for email campaigns at the point of registration."

\* Option D (An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the option is enabled): Correct. A consent email with an opt-in link updates the flag upon candidate action.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "An Initial Consent email campaign can be sent to candidates, and clicking the opt-in link will enable the 'Hear more about career opportunities' flag, ensuring compliance with consent regulations."

\* Option B (A back-end script is run): Incorrect. Scripts aren't a standard method; consent must be candidate-driven for compliance.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

#### NEW QUESTION # 54

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. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- 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. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- 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 # 55

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Determine when the CSB site went live by generating a date-based report.
- B. Determine when the CSB site went live by running the App Status Audit Trail Report.
- C. Map to ATS Capture statuses that are no longer in use.
- D. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- E. Backload the previous data by running Get Data One Time.

**Answer: B,C,E**

#### NEW QUESTION # 56

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are

2 correct answers to this question.

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

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting.

Let's identify exceptions:

- \* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
  - \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply' does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
  - \* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
  - \* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
  - \* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
  - \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded' is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."
  - \* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
  - \* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
  - \* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
  - \* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
- : SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

## NEW QUESTION # 57

When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Candidate Profile, Site Settings, Translations, Category pages
- **B. Site Settings, Career Site Builder Settings, Category pages, Translations**
- C. Site Settings, Career Site Builder Settings, Content pages, Translations
- D. Content pages, Category pages, Job Layouts, Career Site Builder Settings

**Answer: B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Moving a Career Site Builder (CSB) site from Stage to Production requires exporting key configurations as XML files to replicate the site accurately. Let's identify the correct set:

- \* Option A (Site Settings, Career Site Builder Settings, Category pages, Translations): Correct. These four files encompass the essential configurations for a successful move.
- \* SAP Documentation Excerpt: From the Implementation Handbook: "To move a CSB site to production, export the following XML files from Stage: Site Settings, Career Site Builder Settings, Category pages, and Translations. These files contain the core configuration, page structure, and localized text required for production deployment."
- \* Breakdown:
  - \* Site Settings: Includes domain (e.g., careers.bestrun.com), SSL, and integration details.
  - \* Career Site Builder Settings: Covers Global Styles, headers, footers, and JavaScript.
  - \* Category pages: Defines job listing pages (e.g., "Sales Jobs").
  - \* Translations: Ensures system text (e.g., "Search") is localized (e.g., "Rechercher").
- \* Reasoning: Exporting these in CSB > Tools > Export, then importing to Production via CSB > Tools > Import, ensures the site mirrors Stage. Missing files (e.g., Content pages) can be added later but aren't mandatory.
- \* Practical Example: For "Best Run," exporting these files on March 1, 2025, and importing to Production replicates the Stage site, verified by browsing careers.bestrun.com.
- \* Option B: Incorrect. "Candidate Profile" isn't an exportable CSB file; it's Recruiting Management data.

\* Option C: Incorrect. "Content pages" are optional, not core, unlike "Category pages."

\* Option D: Incorrect. "Job Layouts" are part of "Career Site Builder Settings," not a separate export;

"Content pages" aren't essential.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Stage to Production Move).

## NEW QUESTION # 58

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