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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 4	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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q12-Q17):

NEW OUESTION # 12

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. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- C. Customers need to renew XML job feeds annually.
- D. All of the customer's jobs are included in a standard XML feed.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Standard XML feeds automate job distribution:

- * Option A (One standard XML feed is included in the statement of work for a standard recruiting implementation): Correct. The SOW includes one feed as a baseline service.
- * SAP Documentation Excerpt: From the Recruiting Posting Guide: "A standard recruiting implementation includes the creation of one standard XML feed within the statement of work to support automated job distribution."
- * Option D (All of the customer's jobs are included in a standard XML feed): Correct. Standard feeds aggregate all active jobs unless filtered.
- * SAP Documentation Excerpt: From the Recruiting Posting Guide: "The standard XML feed includes all of the customer's active job requisitions by default, providing comprehensive distribution to supported job boards."
- * Option B (Customers need to renew XML job feeds annually): Incorrect. Feeds don't require annual renewal; they persist unless reconfigured.
- $: SAP \ SuccessFactors \ Recruiting: Candidate \ Experience \ Recruiting \ Posting \ Guide.$

NEW QUESTION #13

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Advanced Analytics user permissions are configured in Command Center.
- B. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- C. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- D. Users must be set up for Recruiter SSO.

Answer: B,D

NEW QUESTION #14

Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- B. When setting up the Source Tracker for your customer, enable all possible sources.
- C. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- D. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- E. Enable your customer's Source Tracker options from Command Center.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Source Tracker in SAP SuccessFactors Recruiting Marketing (RMK) tracks candidate origins for analytics:

- * Option B (Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs): Correct. Tracking links append source data to job URLs, feeding into Advanced Analytics for performance insights on manual postings.
- * SAP Documentation Excerpt: From the Advanced Analytics Guide: "For manually posted jobs, adding a tracking link generated via Source Tracker ensures that source data is captured and reported in Advanced Analytics, providing visibility into candidate origins."
- * Option C (If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created): Correct. If a desired source isn't listed, a support ticket is the standard process to request its addition.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If a customer-requested source is not available in the Site Source Editor, consultants should submit a support ticket via the SAP Support Portal to request the creation of the new source."
- * Option E (Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder): Correct. This ensures accurate source attribution for manual postings.
- * SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Recruiters should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder before manually posting jobs online to ensure proper source tracking and reporting."
- * Option A (Enable your customer's Source Tracker options from Command Center): Incorrect.

Source Tracker is configured in CSB's Site Source Editor or Recruiting settings, not Command Center, which manages broader RMK tasks.

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

NEW QUESTION #15

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SFTP
- B. Password-less Authentication
- C. SSL Authentication
- D. Registration with SMS
- E. Multi-Factor Authentication

Answer: B,D,E

NEW QUESTION #16

Based on leading practices, which of the following page types can contain job listings?

- A. Category page
- B. Content page
- C. Landing page
- D. Home page

Answer: A

NEW QUESTION #17

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