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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> <li>• <b>Candidate Relationship Management:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Job Delivery:</b> 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>

>> Clearer C\_THR84\_2505 Explanation <<

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q44-Q49):

### NEW QUESTION # 44

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Enter the translations into the Translations menu in CSB.
- B. Create a new header and footer for each translated page.
- C. Duplicate the page from the base locale and enter the translations on the duplicated pages.
- D. Export the default language to an XML file, enter the translations, and import.

**Answer: C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:

\* Option B (Export the default language to an XML file, enter the translations, and import):

Correct. This bulk translation method streamlines the process for multiple pages or fields.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."

\* Reasoning: In CSB > Tools > Export, export the default locale (e.g., en\_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr\_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.

\* Practical Example: For "Best Run," exporting en\_US content, translating "Join Us" to "Rejoignez-nous," and importing updates all relevant pages.

\* Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual method allows page-specific customization for unique content.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and

enter translations directly on the duplicated pages as a flexible method for customer-specific content."

\* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en\_US"), create "About Us - fr\_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.

\* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to "Assurance sante" tailors the page.

\* Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.

\* Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"), not customer-specific content, which uses B or C.

#### NEW QUESTION # 45

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. View All Jobs
- B. Careers Home
- C. Top Job Searches
- D. Corporate Home

Answer: A,C

#### NEW QUESTION # 46

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

Answer: B,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](https://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 # 47

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- A. Configure options for the search results page and the job results cards for each of your customer's brands.
- B. Configure a color or image for the search bar for each of your customer's brands.
- C. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.
- D. Enable location-based searches on the search bar.
- E. Select fields from the job requisition template to display in individual drop-down menus on the search bar.

Answer: A,B,D

#### NEW QUESTION # 48

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Use high contrast text, for example, black text on a white background.
- B. Avoid using bulleted or numbered lists.
- C. Break up lengthy content and separate with headings.
- D. Use half the word count or less than conventional writing.
- E. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Answer: A,C,D

#### NEW QUESTION # 49

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