

100% Pass Quiz 2025 C-THR84-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience—Efficient Actual Test Pdf



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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	• 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 3	• 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 4	• 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 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.
Topic 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q24-Q29):

NEW QUESTION # 24

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site? Note: There are 2 correct answers to this question.

- A. <company>.com/jobs
- B. jobs.<company>.com
- C. careers.<company>.com
- D. <company>.careers.com

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, the Career Site Builder (CSB) is designed to create branded, SEO-friendly career sites. The recommended naming convention for subdomains aligns with usability, branding, and search engine optimization (SEO) best practices. Options B (jobs.<company>.com) and C (careers.<company>.com) are widely recognized as standard conventions because:

<company>

com) and C (careers.

<company>

com) are widely recognized as standard conventions because:

- * Subdomain Structure: Using "jobs" or "careers" as a prefix to the company's primary domain (e.g., jobs.company.com or careers.company.com) clearly indicates the purpose of the site, enhancing user experience and SEO visibility.
- * SEO Benefits: Search engines like Google prioritize descriptive and relevant subdomains, making it easier for candidates to find the career site when searching for job opportunities at the company.
- * Scalability: These formats allow flexibility for multi-brand or multilingual setups (e.g., careers.us.company.com).
- * Option A (<company>.com/jobs): This is a subdirectory, not a subdomain. While functional, it's less recommended because it ties the career site to the main corporate domain structure, potentially complicating branding separation or site hosting configurations.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (latest version as of Q1 2025).

NEW QUESTION # 25

our customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- **A. Configure Job Location Generic Objects.**
- B. Map each Job Location Generic Object to a Location Foundation Object.
- C. Configure multi-locations for the locations.
- **D. Enable the Unified Data Model in Career Site Builder.**

Answer: A,D

NEW QUESTION # 26

Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- **A. Select images that have a strong focal point.**
- B. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.
- **C. Do NOT use embedded text on images.**
- D. Alt Text is NOT required for logos on the site.
- **E. Unique alt text should be populated for all images in all languages.**

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Images in Career Site Builder (CSB) enhance visual appeal and accessibility, requiring careful consideration to meet standards like WCAG 2.1. Let's delve into the options:

* Option A (Select images that have a strong focal point): Correct. Images with a clear focus (e.g., a person's face) engage candidates and improve visual hierarchy.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Leading practice recommends selecting images with a strong focal point to draw candidate attention and enhance the visual experience on the CSB site."

* Reasoning: A photo of a smiling employee on careers.bestrun.com/home stands out over a blurry group shot, guiding the eye to key content. This is configured in CSB > Pages > Image Upload.

* Practical Example: For "Best Run," choosing an image of a team leader for the "About Us" page increases engagement.

* Option C (Do NOT use embedded text on images): Correct. Embedded text (e.g., "Join Us" on a banner) isn't accessible to screen readers or searchable, violating SEO and accessibility norms.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Avoid using embedded text on images, as it cannot be read by screen readers and may not be indexed by search engines; use alt text instead."

* Reasoning: Instead of embedding "Apply Now" on an image, use HTML text with CSS styling in CSB > Global Styles, ensuring accessibility for users with JAWS.

* Practical Example: "Best Run" replaces a text-over-image banner with a styled "Apply Now" button.

* Option E (Unique alt text should be populated for all images in all languages): Correct. Alt text describes images for accessibility and must reflect content in each locale.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Populate unique alt text for all images in each language to ensure accessibility and relevance for candidates across locales."

* Reasoning: For an image of a team on careers.bestrun.com, alt text is "Best Run team meeting" (en_US) and "Reunion de l'équipe Best Run" (fr_FR), set in CSB > Pages > Image Settings.

* Practical Example: "Best Run" updates alt text for a logo across en_US, fr_FR, and es_ES.

* Option B (Alt Text is NOT required for logos): Incorrect. WCAG 2.1 mandates alt text for all images, including logos, for

accessibility (e.g., "Best Run Logo").

* Option D (All images should be oriented as portrait): Incorrect. Orientation (portrait or landscape) depends on design needs, not a universal rule.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 27

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

Answer: A,D

NEW QUESTION # 28

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

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) provides recruitment insights, but if not implemented at CSB go-live, retroactive setup is required to capture historical data. Let's break it down:

* Option A (Determine when the CSB site went live by running the App Status Audit Trail Report):

Correct. This report establishes the go-live date, crucial for defining the data range to backload.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To establish the starting point for data capture when Advanced Analytics is implemented post-CSB go-live, run the App Status Audit Trail Report to determine the exact date the site became active in production."

* Reasoning: Without knowing when careers.bestrun.com went live (e.g., January 15, 2025), you can't sync prior data. The report, accessed via Admin Center > Reporting, logs events like "CSB Production Activation."

* Practical Example: For "Best Run," running this on March 10, 2025, reveals "01/15/2025," setting the backload start.

* Option B (Map to ATS Capture statuses that are no longer in use): Correct. Legacy statuses ensure historical data integrity in AA reports.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When implementing Advanced Analytics after CSB go-live, map to ATS Capture statuses, including those no longer in use, to accurately reflect historical candidate pipeline data in reports."

* Reasoning: If "Interviewed" was retired in 2024 but used then, mapping it to "Interview Scheduled" in Admin Center > Advanced Analytics Configuration captures past candidates.

* Practical Example: "Best Run" maps "Old Offer" to "Offer Extended" for January data.

* Option C (Backload the previous data by running Get Data One Time): Correct. This imports historical data post-go-live into AA.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To include data from before Advanced Analytics was enabled, run the 'Get Data One Time' process in Command Center to backload historical recruiting data into the analytics platform."

* Reasoning: Without backloading, AA starts blank, missing metrics like hires from January to March 2025. This runs in Command Center > Data Management.

* Practical Example: "Best Run" runs this on March 10, syncing January 15-March 9 data.

* Option D: Incorrect. No "date-based report" exists for this; the Audit Trail (A) is the tool.

* Option E: Incorrect. Job Patch adjusts job data, not AA historical sync.

NEW QUESTION # 29

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