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## SAP C-THR84-2505 Exam Syllabus Topics:

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

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q74-Q79):

### NEW QUESTION # 74

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- B. The focus is on the immediate need to fill a specific job opening
- C. The practice of promoting the value of an employer's brand in order to recruit talent
- D. The collection of candidate information and organization of prospects based on experience and skills

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Recruitment Marketing (RMK) focuses on proactive talent attraction:

\* Option A (The strategies an organization uses to find, attract, engage, and nurture talent before they apply): Correct. RMK is about building a talent pipeline pre-application.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Recruitment Marketing encompasses strategies to find, attract, engage, and nurture talent before they apply, leveraging tools like Career Site Builder and job distribution."

\* Option C (The practice of promoting the value of an employer's brand): Correct. Employer branding is a core RMK component.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "A key aspect of Recruitment Marketing is promoting the employer's brand value to attract top talent, enhancing the organization's appeal."

\* Option B: Incorrect. This describes talent pool management, not RMK.

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

### NEW QUESTION # 75

What actions can you take in the Career Site Builder Functions Viewer?

- A. Copy existing functions.
- B. Create new functions.
- C. Delete existing functions.
- D. Modify existing functions.

**Answer: C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Functions Viewer in Career Site Builder (CSB) is a diagnostic and management tool for reviewing and managing custom JavaScript functions added to enhance site functionality. Let's evaluate the possible actions:

\* Option A (Delete existing functions): Correct. The Functions Viewer allows administrators to remove custom functions that are no longer needed or causing issues.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Functions Viewer in Career Site Builder enables administrators to view and delete existing custom functions added to the site, providing control over JavaScript enhancements."

\* Reasoning: If a custom chatbot script (e.g., added via CSB > Tools > JavaScript) malfunctions, the Viewer lists it (e.g., "chatFunction.js"), and a delete action removes it to restore stability. This is accessed via CSB > Tools > Functions Viewer.

\* Practical Example: For "Best Run," a consultant deletes a broken "liveChat.js" function, confirming the site reverts to default behavior on careers.bestrun.com

\* Option B (Modify existing functions): Incorrect. The Viewer is read-only for modification; changes must be made in the original JavaScript editor (CSB > Tools > JavaScript) and re-uploaded.

\* Option C (Create new functions): Incorrect. Creation occurs in the JavaScript section, not the Viewer, which is for inspection.

\* Option D (Copy existing functions): Incorrect. Copying isn't a Viewer feature; it requires manual code duplication in the editor.

#### NEW QUESTION # 76

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Enable the About Us link in the header that is provided with all CSB sites.
- B. Create a list type link in the header named About Us.
- C. Create content type links in the header under About Us that link to the three internal pages.
- D. Create category type links in the header under About Us that link to the three internal pages.
- E. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.

**Answer: B,C,E**

#### NEW QUESTION # 77

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and scheduled job scraping
- B. Automated standard XML feeds and custom XML feeds
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated Recruiting Posting and scheduled job scraping

**Answer: B,C**

#### NEW QUESTION # 78

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?  
Page Title: Jobs at Best Run  
Meta Keywords: Sales, Engineering, Human Resources, Management Jobs  
Meta Description: Apply online for jobs at Best Run  
Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more  
Note: There are 2 correct answers to this question.

- A. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.
- B. Populating the Meta Keywords field is much more important than using keywords in the page content.
- C. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- D. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.

**Answer: A,B**

#### NEW QUESTION # 79

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