

2025 SAP C-THR84-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience First-grade Technical Training



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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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.
Topic 4	• 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 5	• 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.
Topic 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q23-Q28):

NEW QUESTION # 23

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- B. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- C. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- D. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- E. SSL certificates must be installed for both the stage and production CSB environments.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SSL certificates secure CSB sites with HTTPS, ensuring candidate trust and data protection. Let's delve into the leading practices:

* Option B (Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support): Correct. CSB provides a self-service interface for certificate management.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers and consultants can manage SSL certificate renewals entirely within Career Site Builder's administrative interface, eliminating the need for Product Support assistance unless issues arise."

* Reasoning: In CSB > Settings > Site Configuration > SSL Management, users upload a renewed certificate (e.g., from a provider like DigiCert) before expiration. This process, tested in a sandbox, involves downloading the new .crt file, uploading it, and verifying the connection turns green, all without SAP support.

* Practical Example: For "Best Run," a consultant renews the careers.bestrun.com certificate 30 days before expiry, ensuring uninterrupted access.

* Option D (Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended): Correct. A wildcard certificate (e.g., *.bestrun.com) covers multiple subdomains, simplifying administration.

* SAP Documentation Excerpt: From the Implementation Handbook: "A leading practice is to use a wildcard SSL certificate (e.g., *.company.com) rather than a specific certificate for the CSB subdomain, as this supports multiple subdomains and reduces administrative overhead."

* Reasoning: A wildcard certificate secures careers.bestrun.com, jobs.bestrun.com, and staging.bestrun.com with one purchase and upload, reducing complexity. This is configured in Provisioning > Company Settings > SSL.

* Practical Example: "Best Run" uses *.bestrun.com to cover all environments, verified by browsing each subdomain with a padlock icon.

* Option E (It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site): Correct. Expiration disrupts access, damaging candidate experience.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Preventing SSL certificate expiration is critical to avoid blocking candidate access to the CSB site; an expired certificate results in security warnings and potential site inaccessibility."

* Reasoning: An expired certificate on careers.bestrun.com triggers a browser warning (e.g., "Not Secure"), halting applications. Renewal alerts in CSB > Settings prompt action 30 days prior.

* Practical Example: "Best Run" sets a calendar reminder for renewal, avoiding a February 2025 outage.

* Option A: Incorrect. The SSL process begins pre-production (e.g., during Stage setup) to ensure readiness, not post-move.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SSL Management); Implementation Handbook.

NEW QUESTION # 24

What are some SAP-recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- **B. Establish regular housekeeping tasks and procedures.**
- C. Establish an organizational structure, technical foundation, and transformation methodology
- **D. Integrate clean core practices in the end-to-end value process chain.**
- **E. Establish release management.**

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's clean core strategy minimizes customizations to maintain system integrity and adaptability. Let's explore the guiding principles:

* Option A (Establish release management): Correct. Structured release management ensures updates are applied systematically, preserving clean core standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Establishing release management is a guiding principle for clean core operations, ensuring that updates are applied systematically without disrupting standard functionality."

* Reasoning: For CSB, scheduling quarterly updates (e.g., patching via Command Center) with testing in Stage prevents conflicts with custom code, aligning with SAP's quarterly release cycles (e.g., Q1 2025).

* Practical Example: "Best Run" plans releases, reviewing release notes on sap.com to apply CSB enhancements cleanly.

* Option C (Establish regular housekeeping tasks and procedures): Correct. Routine maintenance prevents data or configuration clutter.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Regular housekeeping tasks, such as data cleanup and configuration reviews, are recommended to maintain a clean core and prevent technical debt."

* Reasoning: Monthly tasks like archiving old jobs or reviewing field mappings in Admin Center keep careers.bestrun.com efficient.

* Practical Example: "Best Run" runs a cleanup script to remove expired requisitions, verified in a test tenant.

* Option D (Integrate clean core practices in the end-to-end value process chain): Correct.

Embedding clean core ensures process alignment with SAP standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Integrating clean core practices into the end-to-end value process chain aligns customizations with SAP standards, enhancing system longevity."

* Reasoning: Using OData APIs for CSB integrations (e.g., job sync) instead of custom scripts maintains upgradability.

* Practical Example: "Best Run" adopts OData for Real Time Job Sync, avoiding legacy SOAP issues.

* Option B: Incorrect. A process transformation office is an organizational choice, not a core principle.

* Option E: Incorrect. This is an implementation approach, not a specific clean core guideline.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 25

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- **A. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.**
- **B. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.**
- C. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- D. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.

Answer: A,B

NEW QUESTION # 26

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may be able to apply to different jobs.
- B. Internals and externals may see different job layouts.
- C. Internals and externals may see different headers and footers.
- D. Internals and externals may see different page components.

Answer: B,D

NEW QUESTION # 27

Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

- A. API Credentials
- B. Recruiting Advanced Analytics
- C. Career Site
- D. Delete Jobs
- E. Career Site Builder

Answer: B,C,E

NEW QUESTION # 28

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