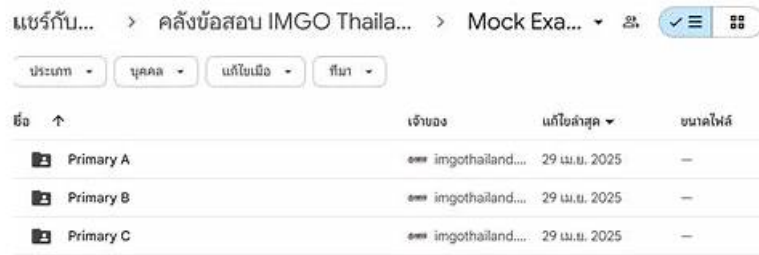


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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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 6	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 8	<ul style="list-style-type: none">• 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

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. 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.
- B. Create content type links in the header under About Us that link to the three internal pages.
- C. Create category type links in the header under About Us that link to the three internal pages.
- D. Enable the About Us link in the header that is provided with all CSB sites.
- E. Create a list type link in the header named About Us.

Answer: A,B,E

NEW QUESTION # 13

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. The SSL certificate has NOT yet been created.
- B. SAP SuccessFactors has released code to preview, but NOT yet to production.
- C. The Job Alert Email Template has NOT been configured in the CSB stage environment.
- D. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- E. You exported Site Settings from stage but did NOT update values in the XML file

Answer: B,C,D

NEW QUESTION # 14

What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- A. Deliver jobs directly to compliance job boards.
- B. Create the customer's standard XML feeds.
- C. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.
- D. Conduct the job delivery intake meeting.
- E. Work with job boards to arrange special pricing for your customer.

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

As a consultant for SAP SuccessFactors Recruiting:

- * Option A (Create the customer's standard XML feeds): Correct. Consultants configure standard XML feeds to automate job distribution, included in the Recruiting statement of work (SOW).
 - * SAP Documentation Excerpt: From the Recruiting Posting Guide: "The consultant is responsible for creating one standard XML feed as part of the standard recruiting implementation to facilitate automated job distribution to job boards."
 - * Option B (Conduct the job delivery intake meeting): Correct. This meeting aligns customer requirements with job distribution strategy, a key consultant task.
 - * SAP Documentation Excerpt: From the Implementation Handbook: "Conducting the job delivery intake meeting is a critical step where the consultant gathers customer preferences and requirements for job distribution processes."
 - * Option E (Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor): Correct. Training ensures customers can manage sources post- implementation.
 - * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Consultants should train customers on using the Site Source Editor to populate and manage preferred job sources, empowering self-sufficiency."
 - * Option C (Work with job boards to arrange special pricing): Incorrect. This is a sales or procurement task, not a consultant's responsibility.
- : SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide; Implementation Handbook.

NEW QUESTION # 15

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. Populate the title text for each link.
- B. If blue text is used on the site, ensure that it's always used to represent links.
- C. Include multiple links to the customer's corporate site.
- D. When a user clicks on the link, immediately display what the user expects to see.
- E. All external links from the career site should open in the same browser window.

Answer: A,B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:

- * Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.
- * SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."
- * Reasoning: On careers.bestrun.com, a link `Sales` helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.
- * Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.
- * Option D (When a user clicks on the link, immediately display what the user expects to see): Correct. Links must meet user expectations for trust and efficiency.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."
- * Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.
- * Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.
- * Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct. Consistent styling signals interactivity.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it consistently across the site to signal clickable elements to candidates."
- * Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.
- * Practical Example: "Best Run" uses blue for all links, tested for uniformity.
- * Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.
- * Option C: Incorrect. External links typically open in new tabs for UX, configured with `target="_blank"`.

NEW QUESTION # 16

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