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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> • 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.
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"> • 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 5	<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 6	<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 7	<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.
Topic 8	<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.

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We have three versions of SAP C_THR84_2505 guide materials available on our test platform, including PDF, Software and APP online. The most popular one is PDF version of our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience C_THR84_2505 exam questions and you can totally enjoy the convenience of this version, and this is mainly because there is a demo in it, therefore help you choose what kind of C_THR84_2505 Practice Test are suitable to you and make the right choice.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q75-Q80):

NEW QUESTION # 75

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note: There are 2 correct answers to this question.

- A. Check the Export Automated Process Logs from Command Center.
- B. Check the Export Jobs to CSV log from Command Center.
- C. Check that each user has a unique email address.
- D. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.

Answer: A,C

NEW QUESTION # 76

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from

Career Site Builder sites?

- A. Search bar
- **B. Create an Account page**
- C. Data capture form
- D. Job alerts email template

Answer: B

NEW QUESTION # 77

Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- B. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- **C. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.**
- D. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Cookie management in CSB complies with privacy laws (e.g., GDPR), allowing candidates to adjust preferences like enabling LinkedIn cookies for features like Apply with LinkedIn. Let's analyze:

* Option A (The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences): Correct. CSB's Cookie Consent Manager lets candidates revisit and modify settings via a persistent link.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "To allow candidates to modify cookie preferences after their initial choice, configure a link in the header or footer (e.g., 'Cookie Settings') that opens the Cookie Consent Manager, enabling changes such as enabling LinkedIn cookies."

* Reasoning: If a candidate disables LinkedIn cookies initially, they can't use Apply with LinkedIn (which requires cookies for authentication). A footer link like "Manage Cookies" reopens the manager, where they toggle LinkedIn cookies on.

* Practical Example: For "Best Run Corp," a footer link `Cookie Preferences` triggers the manager, allowing "Enable LinkedIn" to be checked.

* Option B: Incorrect. A home page component to "Accept All Cookies" overrides prior choices but isn't a standard feature and risks non-compliance with opt-in laws.

* Option C: Incorrect. Preferences are adjustable, not permanent, per SAP's design for flexibility.

* Option D: Incorrect. The cookie banner appears only on the first visit or after cache clear, not every visit, to avoid annoyance.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Cookie Consent).

NEW QUESTION # 78

What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

- A. Category pages contain different headers and footers than the Home page.
- B. Category pages do NOT contain jobs that appear on other Category pages.
- **C. Category pages host minimal content to allow candidates to find jobs quickly and easily.**
- **D. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).**
- **E. Category pages use the same design layout to provide a consistent user experience.**

Answer: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Category pages in Career Site Builder (CSB) group jobs (e.g., "Sales Jobs") and require best practices for usability and SEO. Let's evaluate:

* Option C (Page titles should end with the word Jobs or Careers for better search engine optimization (SEO)): Correct. This

boosts keyword relevance and ranking.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For optimal SEO, Category page titles should end with 'Jobs' or 'Careers' (e.g., 'Sales Jobs'), improving search engine rankings for job-related queries."

* Reasoning: "Engineering Jobs" on careers.bestrun.com ranks higher for "engineering jobs" than

"Engineering Roles," configured in CSB > Pages > Category > Title.

* Practical Example: "Best Run" sets "Sales Jobs at Best Run," appearing in Google search results.

* Option D (Category pages host minimal content to allow candidates to find jobs quickly and easily): Correct. Simplicity aids navigation and focus.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category pages should host minimal content beyond job listings and filters, ensuring candidates can quickly locate and apply for relevant positions."

* Reasoning: On careers.bestrun.com/sales-jobs, a list with filters (e.g., location) avoids clutter from extra text, improving conversion rates.

* Practical Example: "Best Run" limits content to 10 jobs and a filter bar, tested for usability.

* Option E (Category pages use the same design layout to provide a consistent user experience):

Correct. Uniformity enhances familiarity.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Use the same design layout across Category pages to ensure a consistent candidate experience, leveraging CSB's templating for uniformity."

* Reasoning: A two-column layout with jobs on the right and filters on the left, set in CSB > Layouts, applies to "Sales Jobs" and "Tech Jobs."

* Practical Example: "Best Run" applies this across all categories, verified in a sandbox.

* Option A: Incorrect. Jobs can overlap (e.g., "Sales" and "Remote Jobs") based on filters.

* Option B: Incorrect. Headers/footers are global, not page-specific.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Category Pages).

NEW QUESTION # 79

Which of the following are included in a standard Recruiting statement of work (SOW)? Note: There are 3 correct answers to this question.

- A. Configure one job layout.
- B. Enable Mobile Apply.
- C. Configure one standard XML feed.
- D. Configure 20 Category or Content pages.
- E. Configure one custom XML feed.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A standard Recruiting Statement of Work (SOW) outlines baseline deliverables for a SAP SuccessFactors Recruiting implementation, including Career Site Builder (CSB) setup. Let's detail the inclusions:

* Option A (Configure 20 Category or Content pages): Correct. The SOW includes configuration of up to 20 pages to support job listings and informational content.

* SAP Documentation Excerpt: From the Implementation Handbook: "The standard Recruiting SOW includes configuration of up to 20 Category or Content pages in CSB to support job listings and informational content."

* Reasoning: This covers 10 Category pages (e.g., "Sales Jobs") and 10 Content pages (e.g., "About Us"), configured in CSB > Pages, providing a robust site structure.

* Practical Example: For "Best Run," the consultant sets up "Engineering Jobs" and "Benefits" pages within the 20-page limit.

* Option B (Configure one standard XML feed): Correct. One standard XML feed is included to automate job distribution.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A single standard XML feed is part of the standard Recruiting SOW, enabling automated job distribution to job boards."

* Reasoning: This feed pushes all active jobs to partnered boards (e.g., Indeed), configured in Admin Center > Recruiting Posting, meeting baseline needs.

* Practical Example: "Best Run" gets a feed for careers.bestrun.com/jobs, tested with a sample sync.

* Option E (Configure one job layout): Correct. A default job layout is provided to define the job page structure.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Configuration of one job layout is included in the standard Recruiting SOW, defining the default job page presentation."

* Reasoning: A two-column layout with title, description, and apply button is set in CSB > Custom Layouts Editor, serving as the starting point.

* Practical Example: "Best Run" uses this layout for all jobs, with options to customize later.

* Option C (Configure one custom XML feed): Incorrect. Custom feeds are additional, requiring extra scoping and cost.

* Option D (Enable Mobile Apply): Incorrect. Mobile Apply is an optional enhancement, not a standard inclusion.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Posting Guide.

NEW QUESTION # 80

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