

C-THR84-2505 Web-Based Practice Exam Questions



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SAP C-THR84-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

You have enabled and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- **A. When sending an email associated with an applicant status**
- B. When sending an email from the Applicant Workbench
- **C. When sending an email associated with a Recruiting email trigger**
- D. When sending an email from the Candidate Search page

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, a branded email layout enhances candidate communication with consistent company branding. The custom layout applies to specific email scenarios:

* Option B (When sending an email associated with an applicant status): Correct. Emails tied to applicant status changes (e.g., "Application Received," "Interview Scheduled") can use the branded layout when configured in E-Mail Notification Templates Settings. This is a common use case for candidate-facing communications in Recruiting Management.

* Option D (When sending an email associated with a Recruiting email trigger): Correct. Recruiting email triggers (e.g., "Data Capture Form Submitted - Welcome and Set Password Email") are configured to notify candidates based on specific actions. These emails, set up in Recruiting Email Triggers, can leverage the branded layout for consistency.

* Option A (When sending an email from the Applicant Workbench): Incorrect. The Applicant Workbench is an internal tool for recruiters to manage candidates, and emails sent from here typically use ad-hoc or manual templates, not the branded layout designed for automated candidate communication.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide; Career Site Builder Administration Guide.

NEW QUESTION # 32

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements.

Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- **A. One standard XML feed is included in the statement of work for a standard recruiting implementation.**
- **B. All of the customer's jobs are included in a standard XML feed.**
- C. Customers need to renew XML job feeds annually.
- D. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Standard XML feeds automate job distribution:

* Option A (One standard XML feed is included in the statement of work for a standard recruiting implementation): Correct. The SOW includes one feed as a baseline service.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A standard recruiting implementation includes the creation of one standard XML feed within the statement of work to support automated job distribution."

* Option D (All of the customer's jobs are included in a standard XML feed): Correct. Standard feeds aggregate all active jobs unless filtered.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The standard XML feed includes all of the customer's active job requisitions by default, providing comprehensive distribution to supported job boards."

* Option B (Customers need to renew XML job feeds annually): Incorrect. Feeds don't require annual renewal; they persist unless reconfigured.

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

NEW QUESTION # 33

Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the Top Job Searches link in the footer
- **B. Within the Featured Jobs component**
- **C. Within the category dropdown menu in the header**
- D. Within the content dropdown menu in the header

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Highlighting hard-to-fill jobs on the CSB Home page:

* Option B (Within the Featured Jobs component): Correct. The Featured Jobs component showcases priority roles.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Featured Jobs component on the Home page can be configured to display hard-to-fill or high- priority jobs, drawing candidate attention."

* Option D (Within the category dropdown menu in the header): Correct. A category link (e.g., "Critical Roles") can target these jobs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category dropdown menus in the header can include links to pages displaying hard-to-fill jobs, providing direct navigation from the Home page."

* Option A: Incorrect. Footer links are for SEO, not Home page prominence.

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

NEW QUESTION # 34

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- B. Consultant submits a request through the SAP Support Portal
- C. Professional Services
- **D. Functional consultant or customer**

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:

* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and

Bing to ensure proper indexing and SEO optimization."

* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.

* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post-launch, then the customer's marketing team monitors crawl status weekly.

* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.

* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.

* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 35

What happens if a candidate is navigating the Career Site Builder site and clicks to access a branded page that has NOT been built?

- A. An error message will be displayed.
- **B. The page for the default brand will display.**
- C. The home page for that brand will display.
- D. A message will display asking the candidate to select a brand.

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In a multi-brand CSB site, each brand has configured pages (e.g., home, category). If a branded page isn't built:

* Option C (The page for the default brand will display): Correct. CSB is designed to fall back to the default brand's page (typically the primary brand) when a specific branded page is missing. This ensures a seamless candidate experience without dead ends.

* Option A (An error message will be displayed): Incorrect. CSB avoids error messages in favor of fallback mechanisms to maintain user engagement.

* Option B (The home page for that brand will display): Incorrect. If the page hasn't been built, no brand-specific home page exists to display.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Multi-Brand Configuration).

NEW QUESTION # 36

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