

# Latest and Real C-THR84-2505 Exam Questions in Three User-Friendly Formats



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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<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 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<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 7	<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>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 9	<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 10	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q15-Q20):

### NEW QUESTION # 15

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Data Capture Form Submitted - Welcome and Set Password Email
- B. Welcome/Thanks for Creating Account
- C. Career Site E-Mail Notification
- D. Recruiting Manual Candidate Creation Notification

**Answer: A**

### NEW QUESTION # 16

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. Advanced Analytics can be implemented when the applicant status set is created.
- B. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- C. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- D. The steps to implement Advanced Analytics must be completed over two or more days.

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) in Recruiting provides insights into candidate sourcing and pipeline:

\* Option C (Implement Advanced Analytics immediately following the Career Site Builder site go- live): Correct. Implementing AA post-CSB go-live ensures data collection starts early, maximizing historical insights, a best practice in SAP guides.

\* Option D (Advanced Analytics can be implemented when the applicant status set is created):

Correct. AA relies on applicant statuses (e.g., "Applied," "Hired"); implementing it when statuses are defined ensures data mapping readiness.

\* Option A (The steps to implement Advanced Analytics must be completed over two or more days)

: Incorrect. Timing isn't mandated; it depends on complexity, not a fixed multi-day rule.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Implementation Guide.

#### NEW QUESTION # 17

Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Provides insight into which sources are delivering high-quality candidates
- B. Allows customers to track direct and indirect recruiting costs for job postings
- C. Provides a variety of options for generating graphics to display report results
- D. Allows customers to evaluate trends in source performance over time
- E. Allows customers to drill into recruiting data such as dates, brands, and job categories

**Answer: A,D,E**

#### NEW QUESTION # 18

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
- B. API Key is from CSB > Settings > Site Configuration> Site Integrations.
- C. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- D. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.

**Answer: C,D**

#### NEW QUESTION # 19

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**

Explanation:

## Configuring header links in CSB:

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."

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

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