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SAP CERTIFICATION

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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q48-Q53):

NEW QUESTION # 48

Which of the following statements apply regarding the use of custom fonts? Note: There are 2 correct answers to this question.

Solution:

B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.
This is stated under troubleshooting: "If the font appears as Times New Roman, it is not compatible. Upload a different font."

Reference: <https://learning.sap.com/>

D. The customer must own the font license to use them on their Career Site.
The documentation clearly notes: "Customers who own fonts may use them on their Career Site Builder site."

Reference: <https://learning.sap.com/>

- A. The maximum size limit for custom fonts is LOOMB.
- B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.
- C. The customer must own the font license to use them on their Career Site.
- D. The file must be an .otf type.

Answer: B,C

NEW QUESTION # 49

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined using a maximum of one filter field.
- B. Categories can be defined using Keyword or Location.
- C. Categories can be defined using objects or picklists from the job requisition template.
- D. Categories can be defined by selecting multiple values for the fields.

- E. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Category pages in CSB with UDM filter jobs based on mapped data:

- * Option B (Categories can be defined using objects or picklists from the job requisition template): Correct. Fields like department or job type (picklists/objects) can define category scope.
- * SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "Category pages can leverage objects or picklists from the job requisition template, such as department or job category, to define the scope of displayed jobs."
- * Option D (Categories can be defined by selecting multiple values for the fields): Correct. Multiple values (e.g., "Sales" and "Marketing" for department) can be selected to broaden category scope.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Administrators can select multiple values for mapped fields to define category pages, allowing flexible job groupings."
- * Option E (Categories can be defined using Keyword or Location): Correct. Keywords (e.g., "engineer") or locations (e.g., "New York") can scope categories dynamically.
- * SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "Keyword and Location fields, when mapped, can be used to define category pages for targeted job displays."
- * Option A (Categories can be defined using a maximum of one filter field): Incorrect. Multiple fields can be used, not limited to one.

NEW QUESTION # 50

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

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

Answer: A,D,E

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.bestrin.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 # 51

Which of the following API types does SAP recommend to achieve clean core in SAP SuccessFactors? Note: There are 2 correct answers to this question.

- A. IDoc
- B. RFC
- C. SOAP
- D. OData

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's "clean core" strategy emphasizes standardized, extensible integrations. In SAP SuccessFactors:

* Option C (OData): Correct. OData APIs are SAP's preferred standard for SuccessFactors integrations, offering RESTful, scalable access to data, aligning with clean core principles.

* Option D (SOAP): Correct. SOAP APIs, while older, are supported for legacy integrations and remain part of SAP's clean core approach where OData isn't applicable.

* Option A (IDoc): Incorrect. IDoc is specific to SAP ERP, not SuccessFactors, and isn't recommended here.

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

NEW QUESTION # 52

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The focus is on the immediate need to fill a specific job opening
- B. The collection of candidate information and organization of prospects based on experience and skills
- C. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- D. The practice of promoting the value of an employer's brand in order to recruit talent

Answer: A,C

NEW QUESTION # 53

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