

SAP C_THR84_2505 PDF Questions [2026] To Gain Brilliant Result



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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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">• 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 4	<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 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"> • 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 7	<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 (Q65-Q70):

NEW QUESTION # 65

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. The candidate selects "Hear more about career opportunities" when creating an account.
- B. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- C. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- D. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.
- E. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The "Hear more about career opportunities" flag ensures GDPR-compliant consent for email campaigns:

* Option A (The candidate updates the setting from their candidate profile): Correct. Candidates can opt in/out via their profile settings post-account creation.

* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates may update their 'Hear more about career opportunities' preference directly in their candidate profile, providing flexibility to manage marketing consent."

* Option C (The candidate selects "Hear more about career opportunities" when creating an account): Correct. During account creation (e.g., via data capture form), candidates can opt in.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When creating an account, candidates are presented with an option to select 'Hear more about career opportunities,' enabling consent for email campaigns at the point of registration."

* Option D (An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the option is enabled): Correct. A consent email with an opt-in link updates the flag upon candidate action.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "An Initial Consent email campaign can be sent to candidates, and clicking the opt-in link will enable the 'Hear more about career opportunities' flag, ensuring compliance with consent regulations."

* Option B (A back-end script is run): Incorrect. Scripts aren't a standard method; consent must be candidate-driven for compliance.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 66

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Auto Disqualified
- B. Withdrawn by Candidate
- C. Forwarded
- D. Invited to Apply

Answer: C,D

NEW QUESTION # 67

Which of the following are prerequisites for enabling [feature]?

(Note: The original question was incomplete. I assume it refers to enabling Career Site Builder or a related feature like Unified Data Model based on context.)

- A. SAP SuccessFactors Recruiting Posting
- B. Advanced Analytics in SAP SuccessFactors Recruiting
- C. SAP SuccessFactors Onboarding
- D. A career site built with Career Site Builder

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Since the question is incomplete, I'll assume it asks about prerequisites for enabling Career Site Builder (CSB), a core component of SAP SuccessFactors Recruiting: Candidate Experience. Here's the analysis:

* Option B (A career site built with Career Site Builder): This is a foundational prerequisite. CSB is the tool used to design and manage the career site within SAP SuccessFactors Recruiting. Without activating and configuring CSB, no career site functionality is possible. It's activated via provisioning and requires initial setup (e.g., site configuration, branding).

* Option A (Advanced Analytics in SAP SuccessFactors Recruiting): This is an optional enhancement, not a prerequisite. Advanced Analytics provides reporting capabilities (e.g., source tracking), but it's not required to enable CSB itself.

* Option C (SAP SuccessFactors Recruiting Posting): While Recruiting Posting integrates with CSB to distribute jobs to external job boards, it's not mandatory to enable CSB. You can use CSB without external posting.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Guide (prerequisites section).

NEW QUESTION # 68

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Finish the CSB Configuration Workbook.
- B. Review the statement of work (SOW).
- C. Assist the customer to complete the Readiness Checklist.
- D. Develop the CSB project plan.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The CSB kickoff call sets the implementation stage, requiring pre-call preparation to ensure alignment. Let's explore the recommended actions:

* Option C (Assist the customer to complete the Readiness Checklist): Correct. The Readiness Checklist confirms prerequisites (e.g., provisioning access, branding assets, domain setup) are met.

* SAP Documentation Excerpt: From the Implementation Handbook: "Before the CSB kickoff call, the consultant should assist the customer in completing the Readiness Checklist to verify that all foundational elements, such as system access and branding materials, are prepared."

* Reasoning: Without assets like a logo or confirmation of careers.bestrun.com provisioning, the call can't proceed effectively. The

consultant reviews the checklist (e.g., Admin Center > Readiness) with the customer, ensuring items like "SSL Certificate Ready" are checked.

* Practical Example: For "Best Run," the consultant helps the customer confirm provisioning on January 10, 2025, before the January 15 kickoff.

* Option D (Review the statement of work (SOW)): Correct. The SOW defines scope, deliverables, and timelines, ensuring all parties are aligned.

* SAP Documentation Excerpt: From the Implementation Handbook: "Reviewing the statement of work prior to the CSB kickoff call is recommended to align expectations on deliverables, timelines, and responsibilities between the consultant and customer."

* Reasoning: Reviewing the SOW (e.g., confirming 20 Category pages, one XML feed) avoids mid-project scope creep. The consultant annotates the document, highlighting key points for discussion.

* Practical Example: For "Best Run," the consultant reviews the SOW on January 12, noting the go-live date of March 1, 2025.

* Option A (Finish the CSB Configuration Workbook): Incorrect. The workbook is populated post-kickoff with requirements gathered during the call.

* Option B (Develop the CSB project plan): Incorrect. The project plan is drafted after the kickoff, based on discussed needs.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Pre-Kickoff Preparation).

NEW QUESTION # 69

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- A. Custom third-party cascading style sheets (CSS)
- B. Custom third-party chatbots
- C. Custom third-party analytics for tracking purposes
- D. Custom third-party libraries
- E. Custom third-party survey tools

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Career Site Builder (CSB) allows JavaScript enhancements to extend functionality, provided they align with SAP's security and compatibility standards. Let's explore each option in depth:

* Option B (Custom third-party survey tools): Correct. Survey tools (e.g., SurveyMonkey) can be integrated via JavaScript to gather candidate feedback on the CSB site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party survey tools can be added to CSB using JavaScript, enabling customers to collect candidate insights directly on the career site, provided the scripts are properly tested and secure."

* Reasoning: A survey pop-up after a job application enhances user experience by collecting data without altering core CSB functionality.

* Practical Example: Embedding a script like `<script src="https://surveymonkey.com/embed.js"></script>` on a Landing page to ask, "How was your application experience?"

* Option D (Custom third-party chatbots): Correct. Chatbots (e.g., Drift) improve candidate interaction and are supported via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Third-party chatbots can be integrated into CSB using JavaScript to provide real-time candidate support, such as answering FAQs or guiding job searches."

* Reasoning: A chatbot can greet candidates with "Hi! Need help finding a job?"-a common enhancement verified in CSB implementations.

* Practical Example: Adding `<script src="https://drift.com/chat.js"></script>` in CSB's JavaScript editor for live chat on the Home page.

* Option E (Custom third-party analytics for tracking purposes): Correct. Analytics tools (e.g., Google Analytics) track site usage via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party analytics scripts, such as Google Analytics, can be added to CSB to track candidate behavior and site performance, supplementing built-in analytics."

* Reasoning: Tracking page views or click-through rates provides insights beyond Advanced Analytics, a frequent customer need.

* Practical Example: Including `<script async src="https://www.googletagmanager.com/gtag/js?id=G-XXXX"></script>` to monitor traffic on careers.bestrun.com.

* Option A (Custom third-party libraries): Incorrect. While technically possible, generic libraries (e.g., jQuery) aren't typically "acceptable" as standalone enhancements unless tied to a specific function (like B, D, E). SAP discourages unnecessary libraries to avoid bloat.

* Option C (Custom third-party cascading style sheets (CSS)): Incorrect. CSS is added via CSB's Global Styles or inline, not

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