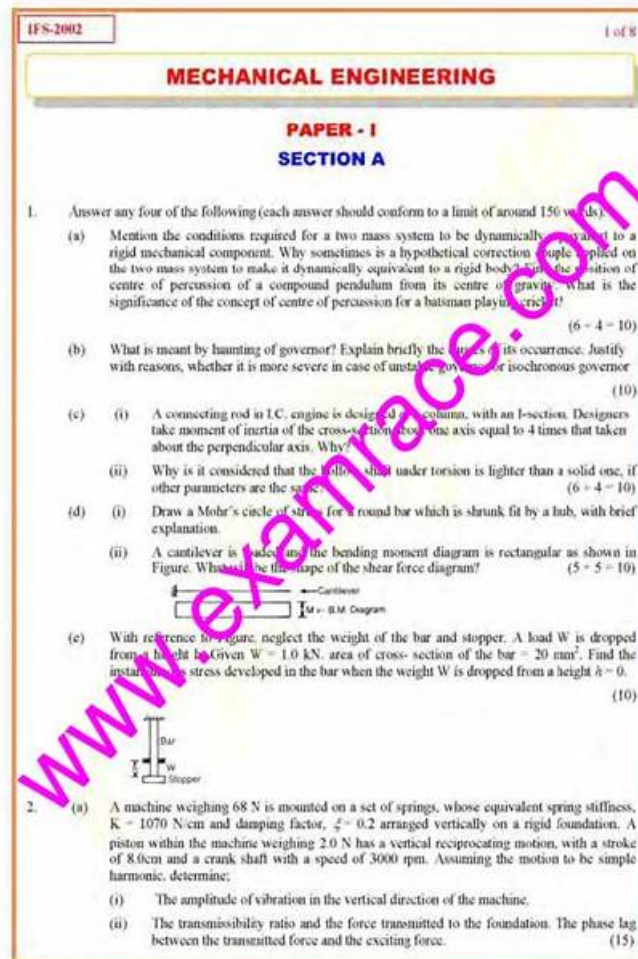


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## Recruiting: Candidate Experience

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### SAP C\_THR84\_2505 Exam Syllabus Topics:

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q23-Q28):

### NEW QUESTION # 23

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include the job with Sync Recruiting Jobs.
- B. The recruiter does NOT have permissions for Career Site Builder.
- C. The recruiter did NOT include a country.
- D. The recruiter did NOT include a job description.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

\* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

\* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

\* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.

\* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

\* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

\* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

\* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.

\* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

\* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

\* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

## NEW QUESTION # 24

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- C. Customers can grant access to the dashboard to partners.
- D. It can be accessed by using SAP For Me.

**Answer: C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The clean core dashboard monitors system health and compliance with SAP's clean core strategy, minimizing customizations. Let's detail its features:

\* Option A (It can be accessed by using SAP For Me): Correct. SAP For Me serves as the entry point for dashboard access.

\* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The clean core dashboard is accessible via SAP For Me, providing customers with a centralized view of system compliance with clean core principles."

\* Reasoning: Logging into sapforme.com, users navigate to the SuccessFactors section to view clean core metrics (e.g., customization levels) for CSB. This is a unified SAP portal feature.

\* Practical Example: For "Best Run," a consultant logs in on March 4, 2025, to check careers.bestrun.com's clean core score.

\* Option D (Customers can grant access to the dashboard to partners): Correct. Partner collaboration is supported for optimization.

\* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Customers can grant clean core dashboard access to partners, enabling collaboration on maintaining a standardized system environment."

\* Reasoning: In SAP For Me > User Management, granting view-only access to a partner (e.g., a consultant) allows them to assess and suggest clean core improvements.

\* Practical Example: "Best Run" shares access with their implementation partner to review API usage.

\* Option B: Incorrect. The dashboard is specific to SuccessFactors, not all S/4HANA editions.

\* Option C: Incorrect. It's limited to production in SuccessFactors, per security constraints.

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

## NEW QUESTION # 25

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note: There are 2 correct answers to this question.

- A. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- B. Recommend that your customer opt-in for the Organic Network.
- C. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- D. Add a campaign code to all XML job feeds that you create for your customer.

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Tracking candidates from a corporate site to CSB requires source attribution for accurate reporting in Advanced Analytics. Let's detail the necessary actions:

\* Option A (Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site): Correct. Backlinks with UTM parameters (e.g., ?source=corporate) enable tracking of candidate origins.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Provide source-coded backlinks (e.g., careers.company.com/?source=corporate) to the customer for placement on their corporate site, allowing Advanced Analytics to report on candidates arriving from these links."

\* Reasoning: Replacing www.bestrun.com/careers with careers.bestrun.com/?source=corp tracks referrals. The consultant provides a link template (e.g., careers.bestrun.com/?utm\_source=corporate&utm\_medium=web&utm\_campaign=referral) for the customer to implement on their site.

\* Practical Example: For "Best Run," the customer updates www.bestrun.com/careers to the coded link, and AA shows 50 candidates from this source in March 2025.

\* Option D (Submit the Referral Engine Task support ticket after moving your customer's CSB site to production): Correct. The Referral Engine enhances tracking of external referrals, requiring a support ticket for activation.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "After moving the CSB site to production, submit the Referral Engine Task support ticket to enable advanced tracking of candidate referrals from external sites, such as the corporate website, in reporting tools."

\* Reasoning: Post-production (e.g., March 1, 2025), the consultant submits a ticket via the SAP Support Portal, requesting Referral Engine setup. This backend feature processes referral data for AA.

\* Practical Example: For "Best Run," the ticket activates tracking, and a report shows 75% of referrals from www.bestrun.com

\* Option B (Recommend that your customer opt-in for the Organic Network): Incorrect. The Organic Network is unrelated to corporate site tracking; it's for organic search optimization.

\* Option C (Add a campaign code to all XML job feeds): Incorrect. XML feeds track job board sources, not corporate site referrals.

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

## NEW QUESTION # 26

What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.
- B. After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- C. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.
- D. Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.

**Answer: A,C**

## NEW QUESTION # 27

What must you consider when configuring custom headers in Career Site Builder?

- A. Each component in a custom header must be configured on a separate row.
- B. If a custom header is configured, then all of the headers on the career site must be custom.

- Answer: C**

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[illegible]

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