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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Implement Advanced Analytics:</b> 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 2	<ul style="list-style-type: none"><li>• <b>Site Setup:</b> 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 3	<ul style="list-style-type: none"><li>• <b>Career Site Builder Global Settings and Global Styles:</b> 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>• <b>Career Site Builder Pages and Components:</b> 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 5	<ul style="list-style-type: none"><li>• <b>Configure Locales:</b> 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>• <b>Candidate Experience Overview and Project Kickoff:</b> 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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):

### NEW QUESTION # 42

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 analytics for tracking purposes
- C. Custom third-party survey tools
- D. Custom third-party libraries
- E. Custom third-party chatbots

Answer: A,B,C

### NEW QUESTION # 43

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

- A. Links to top job searches
- **B. Links to Category pages**
- C. Links to social networks
- **D. Links to Content pages**

**Answer: B,D**

#### **NEW QUESTION # 44**

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 survey tools**
- E. Custom third-party libraries

**Answer: B,C,D**

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 JavaScript. JavaScript-based CSS is unsupported and risks conflicts.

#### **NEW QUESTION # 45**

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. Recruiting Manual Candidate Creation Notification
- C. Welcome/Thanks for Creating Account
- D. Career Site E-Mail Notification

**Answer: A**

#### NEW QUESTION # 46

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. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- C. SSL certificates must be installed for both the stage and production CSB environments.
- 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 .cert 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.bestrun.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 # 47

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