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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 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 2	<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 3	<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 4	<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 5	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q43-Q48):

### NEW QUESTION # 43

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Users must be set up for Recruiter SSO.
- B. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- C. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- D. Advanced Analytics user permissions are configured in Command Center.

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) permissions are critical for data access:

\* Option B (Users must be set up for Recruiter SSO): Correct. Single Sign-On (SSO) ensures secure, streamlined access to AA.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Users accessing Advanced Analytics must be configured with Recruiter SSO to ensure seamless and secure authentication across Recruiting tools."

\* Option D (Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details): Correct. Permissions can be tiered for summary or detailed views.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Permissions can be defined to restrict users to high-level reports or grant drill-down capabilities into detailed recruiting data, based on role requirements."

\* Option A: Incorrect. Permissions can be set pre-CSB go-live for testing.

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

### NEW QUESTION # 44

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

**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 # 45

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- C. The customer maintains their own career site in addition to the CSB career site.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

**Answer: A,B**

#### NEW QUESTION # 46

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

**Answer: C**

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 # 47

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- A. A new site map is created and delivered to Google and Bing weekly.
- **B. The jobs posted to CSB sites are accessible to website crawlers.**
- C. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- **D. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.**
- **E. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.**

**Answer: B,D,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SEO in Career Site Builder (CSB) enhances visibility on search engines like Google by leveraging structured design and content.

Let's explore:

\* Option A (CSB uses metadata to help ensure that jobs and pages are search engine-friendly):

Correct. Metadata (e.g., Page Title, Meta Keywords, Meta Description) optimizes pages for indexing.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "CSB leverages metadata, including Page Title, Meta Keywords, and Meta Description, configured in Site Settings, to ensure that job pages and content are optimized for search engines, improving discoverability."

\* Reasoning: For "Best Run," setting "Jobs at Best Run" as Page Title and "Sales, Engineering" as Meta Keywords makes careers.bestrun.com searchable for "Best Run jobs." This is configured in CSB > Site Settings.

\* Practical Example: A Google search for "engineering jobs" shows "Jobs at Best Run" with the Meta Description snippet.

\* Option C (The jobs posted to CSB sites are accessible to website crawlers): Correct. CSB's HTML structure allows crawlers to index job content.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Jobs posted to CSB sites are designed to be accessible to website crawlers, with structured data and URLs that allow search engines to index each job posting effectively."

\* Reasoning: Unlike ATS systems with login walls, careers.bestrun.com/job/123 offers public HTML (e.g., <h1>Job Title</h1>), readable by Googlebot.

\* Practical Example: "Best Run" confirms 100% job indexation via Google Search Console.

\* Option E (CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings):

Correct. Category pages provide evergreen, keyword-rich content.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Creating Category pages (e.g., 'Sales Jobs') in CSB builds SEO value by providing persistent, keyword-rich pages that outlast individual job postings, driving organic traffic over time."

\* Reasoning: careers.bestrun.com/sales-jobs ranks for "sales jobs" longer than a single job page that expires, configured in CSB > Pages.

\* Practical Example: "Best Run"'s "Engineering Jobs" page boosts rankings over a deleted "Engineer" job.

\* Option B: Incorrect. The sitemap is submitted once post-production, not weekly, via Google Search Console.

\* Option D: Incorrect. Hidden text violates SEO guidelines; metadata is visible and legitimate.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO Optimization).

### NEW QUESTION # 48

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