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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
Topic 2	<ul style="list-style-type: none">• 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.
Topic 3	<ul style="list-style-type: none">• 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.
Topic 4	<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 5	<ul style="list-style-type: none">• 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.
Topic 6	<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 7	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q55-Q60):

NEW QUESTION # 55

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

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- B. Withdrawn by Candidate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

Answer: A,D

NEW QUESTION # 56

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?
Page Title: Jobs at Best Run
Meta Keywords: Sales, Engineering, Human Resources, Management
Jobs Meta Description: Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more
Note: There are 2 correct answers to this question.

- A. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.
- B. Populating the Meta Keywords field is much more important than using keywords in the page content.
- C. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- D. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.

Answer: A,B

NEW QUESTION # 57

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site? Note: There are 2 correct answers to this question.

- A. <company>.com/jobs
- B. jobs.<company>.com
- C. <company>.careers.com
- D. careers.<company>.com

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, the Career Site Builder (CSB) is designed to create branded, SEO-friendly career sites. The recommended naming convention for subdomains aligns with usability, branding, and search engine optimization (SEO) best practices. Options B (jobs.

<company>
com) and C (careers.

<company>
com) are widely recognized as standard conventions because:

- * Subdomain Structure: Using "jobs" or "careers" as a prefix to the company's primary domain (e.g., jobs.company.com or careers.company.com) clearly indicates the purpose of the site, enhancing user experience and SEO visibility.
- * SEO Benefits: Search engines like Google prioritize descriptive and relevant subdomains, making it easier for candidates to find the career site when searching for job opportunities at the company.
- * Scalability: These formats allow flexibility for multi-brand or multilingual setups (e.g., careers.us.company.com).
- * Option A (<company>.com/jobs): This is a subdirectory, not a subdomain. While functional, it's less recommended because it ties the career site to the main corporate domain structure, potentially complicating branding separation or site hosting configurations.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (latest version as of Q1 2025).

NEW QUESTION # 58

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- B. Professional Services
- C. Functional consultant or customer
- D. Consultant submits a request through the SAP Support Portal

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:

- * Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."
- * Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.
- * Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post-launch, then the customer's marketing team monitors crawl status weekly.
- * Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.
- * Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.
- * Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 59

Where is the Job Alerts Email Template configured?

- A. Recruiting Email Triggers
- B. E-Mail Notification Templates Settings
- C. **Career Site Builder**
- D. Command Center

Answer: C

NEW QUESTION # 60

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