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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience PDF practice material contains actual SAP C_THR84_2505 Exam Questions compiled by certified experts around the globe to benefit candidates. The criteria and pattern of the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience exam often change, and hence it is essential to use the updated exam study material for preparation. UpdateDumps provides free updates after purchase so that you get the latest SAP Exam Questions for the exam.

SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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.
Topic 6	• 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	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q48-Q53):

NEW QUESTION # 48
What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from a Candidate Search.
- B. Auto-populate from a saved search.
- C. Candidates can add themselves.
- D. Add from an email campaign.
- E. Add from the Applicant Workbench.

Answer: A,B,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Talent pools store candidates for future roles:
* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.
* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."
* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
* SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.
: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 49

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

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

Explanation:
Comprehensive and Detailed In-Depth Explanation:
A fully hosted CSB site is managed by SAP, serving as the primary career platform. Let's detail its key features:
* Option B (All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site): Correct. CSB consolidates job listings, benefits, and culture details in one hosted platform.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A fully hosted CSB site displays all available job listings and supplementary employment information, such as benefits and culture, serving as the central hub for candidate career exploration."
* Reasoning: On careers.bestrun.com, candidates find "Software Engineer" jobs, "Health Benefits" info, and "Our Culture" content, all managed by SAP, reducing customer hosting needs.
* Practical Example: For "Best Run," the site includes a "Why Join Us" section alongside job listings, verified in production.
* Option D (When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site): Correct. CSB is the designated career destination.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "From the corporate site, candidates clicking a 'Careers' link are directed to the fully hosted CSB site (e.g., careers.company.com), which handles all job-related interactions."
* Reasoning: A link from www.bestrun.com/careers to careers.bestrun.com leverages SAP's hosting, ensuring a seamless transition.
* Practical Example: "Best Run" updates www.bestrun.com to redirect to careers.bestrun.com, tested post-launch.
* Option A: Incorrect. Links go to CSB, not an ATS directly, which is backend.
* Option C: Incorrect. "Fully hosted" implies CSB replaces separate career sites.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Hosted Features).

NEW QUESTION # 50

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note:
There are 2 correct answers to this question.

- A. Check that each user has a unique email address.
- B. Check the Export Automated Process Logs from Command Center.
- C. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- D. Check the Export Jobs to CSV log from Command Center.

Answer: A,B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Recruiter Sync syncs users from Recruiting Management to Career Site Builder (CSB) for admin roles. If users don't appear under CSB > Users > Roles > Admin Users, troubleshooting is essential:
* Option A (Check the Export Automated Process Logs from Command Center): Correct. Logs identify sync errors or failures affecting user imports.
* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "To troubleshoot issues with Recruiter Sync, check the Export Automated Process Logs in Command Center to identify errors or failures in the synchronization process that may prevent users from appearing in CSB."
* Reasoning: In Command Center > Logs, a log entry like "Sync failed: Duplicate email detected" points to the issue. This is the first step to diagnose whether the sync process ran successfully.
* Practical Example: For "Best Run," a log shows "User sync error: 2025-03-04 10:00" due to a server timeout, guiding further investigation.
* Option D (Check that each user has a unique email address): Correct. Duplicate emails prevent sync, as CSB requires unique identifiers for user records.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure each user has a unique email address in

the system; duplicate emails will cause Recruiter Sync to fail, preventing users from appearing under CSB > Users > Roles."
* Reasoning: In Recruiting Management, if two recruiters share "recruiter@bestrun.com," only one syncs to CSB. Checking user data in Admin Center > User Data Files confirms uniqueness.
* Practical Example: For "Best Run," resolving "recruiter1@bestrun.com" and
"recruiter2@bestrun.com" as duplicates fixes the sync.
* Option B (Check the Export Jobs to CSV log): Incorrect. This log tracks job data exports, not user sync issues.
* Option C (Check the field mapping): Incorrect. Field mapping affects job data, not user sync, which uses predefined user fields.

NEW QUESTION # 51
What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

- A. Category pages do NOT contain jobs that appear on other Category pages.
- B. Category pages contain different headers and footers than the Home page.
- C. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).
- D. Category pages host minimal content to allow candidates to find jobs quickly and easily.
- E. Category pages use the same design layout to provide a consistent user experience.

Answer: C,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Category pages in Career Site Builder (CSB) group jobs (e.g., "Sales Jobs") and require best practices for usability and SEO. Let's evaluate:
* Option C (Page titles should end with the word Jobs or Careers for better search engine optimization (SEO)): Correct. This boosts keyword relevance and ranking.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For optimal SEO, Category page titles should end with 'Jobs' or 'Careers' (e.g., 'Sales Jobs'), improving search engine rankings for job-related queries."
* Reasoning: "Engineering Jobs" on careers.bestrun.com ranks higher for "engineering jobs" than
"Engineering Roles," configured in CSB > Pages > Category > Title.
* Practical Example: "Best Run" sets "Sales Jobs at Best Run," appearing in Google search results.
* Option D (Category pages host minimal content to allow candidates to find jobs quickly and easily): Correct. Simplicity aids navigation and focus.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category pages should host minimal content beyond job listings and filters, ensuring candidates can quickly locate and apply for relevant positions."
* Reasoning: On careers.bestrun.com/sales-jobs, a list with filters (e.g., location) avoids clutter from extra text, improving conversion rates.
* Practical Example: "Best Run" limits content to 10 jobs and a filter bar, tested for usability.
* Option E (Category pages use the same design layout to provide a consistent user experience):
Correct. Uniformity enhances familiarity.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Use the same design layout across Category pages to ensure a consistent candidate experience, leveraging CSB's templating for uniformity."
* Reasoning: A two-column layout with jobs on the right and filters on the left, set in CSB > Layouts, applies to "Sales Jobs" and "Tech Jobs."
* Practical Example: "Best Run" applies this across all categories, verified in a sandbox.
* Option A: Incorrect. Jobs can overlap (e.g., "Sales" and "Remote Jobs") based on filters.
* Option B: Incorrect. Headers/footers are global, not page-specific.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Category Pages).

NEW QUESTION # 52
What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. Create the Home page for the locale instead of duplicating it from the default locale.
- B. Follow the same layout for the localized pages as the default locale.
- C. Use Google Translate to translate text for locales.
- D. If the customer requires only one language and it is NOT en_US, you can change the default locale.

Answer: B,D

NEW QUESTION # 53

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