

C-THR84-2505 New Test Materials - Valid C-THR84-2505 Exam Guide



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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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 2	<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 3	<ul style="list-style-type: none"> • 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 4	<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 5	<ul style="list-style-type: none"> • 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 6	<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 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.

Topic 8	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q58-Q63):

NEW QUESTION # 58

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. You exported Site Settings from stage but did NOT update values in the XML file
- B. SAP SuccessFactors has released code to preview, but NOT yet to production.
- C. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- D. The Job Alert Email Template has NOT been configured in the CSB stage environment.
- E. The SSL certificate has NOT yet been created.

Answer: B,C,D

NEW QUESTION # 59

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. Functional consultant or customer
- C. Professional Services
- D. Consultant submits a request through the SAP Support Portal

Answer: B

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 # 60

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Duplicate the page from the base locale and enter the translations on the duplicated pages.
- B. Create a new header and footer for each translated page.
- C. Export the default language to an XML file, enter the translations, and import.
- D. Enter the translations into the Translations menu in CSB.

Answer: A,C

NEW QUESTION # 61

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The focus is on the immediate need to fill a specific job opening
- B. The practice of promoting the value of an employer's brand in order to recruit talent
- C. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- D. The collection of candidate information and organization of prospects based on experience and skills

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Recruitment Marketing (RMK) focuses on proactive talent attraction:

* Option A (The strategies an organization uses to find, attract, engage, and nurture talent before they apply): Correct. RMK is about building a talent pipeline pre-application.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Recruitment Marketing encompasses strategies to find, attract, engage, and nurture talent before they apply, leveraging tools like Career Site Builder and job distribution."

* Option C (The practice of promoting the value of an employer's brand): Correct. Employer branding is a core RMK component.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "A key aspect of Recruitment Marketing is promoting the employer's brand value to attract top talent, enhancing the organization's appeal."

* Option B: Incorrect. This describes talent pool management, not RMK.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide.

NEW QUESTION # 62

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Create colors using the color picker grid or by typing in the RGB or hex code.
- B. Add colors for all brands that will be needed for a multi-branded site.
- C. Add only the 20 most important colors for the customer's brand.
- D. Enter a label for each color in your customer's color palette.
- E. Use the opacity slide to lighten a color in your palette instead of creating a new color.

Answer: A,D,E

NEW QUESTION # 63

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