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SAP C-THR84-2505 Exam Questions Are Out: Download And Prepare [2026]

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q41-Q46):

NEW QUESTION # 41

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- B. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- C. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- D. SSL certificates must be installed for both the stage and production CSB environments.
- E. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.

Answer: A,B,C

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 .crt 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 # 42

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Content page
- B. Category page
- C. Map page
- D. Landing page

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, Career Site Builder (CSB) is a fully hosted solution for career sites, but some customers maintain supplemental career-related content on external sites (e.g., their corporate website) and link it to CSB.

Let's analyze why "Content page" is the most common type hosted externally:

* Option A (Content page): Correct. Content pages, such as "About Us," "Company Culture," or "Benefits," provide static, informational content about the employer. These are frequently hosted on a customer's corporate site because they align with broader branding efforts and may already exist outside the CSB scope. Linking these to CSB ensures candidates can access detailed company info without duplicating it in CSB.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers often maintain content pages, such as 'About Us' or 'Our Values,' on their externally hosted corporate websites. These can be linked from the CSB site via external type links in the header or footer to provide candidates with additional employer information."

* Reasoning: Imagine a company like "Best Run Corp." Their CSB site (careers.bestrun.com) focuses on job listings, but their corporate site (www.bestrun.com) has an "About Us" page detailing their history. A header link in CSB to this external content page enhances the candidate experience without overloading CSB with non-job content.

* Practical Example: In a multi-brand scenario, a customer might link to a corporate "Diversity" page to reinforce their employer brand consistently across platforms.

* Option B (Map page): Incorrect. A "Map page" isn't a standard CSB page type. While CSB integrates Google Maps for job locations, customers rarely host standalone map pages externally, as this functionality is embedded within CSB's search experience.

* Option C (Landing page): Incorrect. Landing pages in CSB are campaign-specific (e.g., for a hiring event) and typically hosted within CSB to leverage data capture forms and job links. External landing pages are less common for career info.

* Option D (Category page): Incorrect. Category pages (e.g., "Sales Jobs") display job listings and are core to CSB's purpose. Hosting them externally defeats CSB's job-centric design.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (External Links and Page Types).

NEW QUESTION # 43

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. Customers need to renew XML job feeds annually.
- B. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- C. All of the customer's jobs are included in a standard XML feed.
- D. One standard XML feed is included in the statement of work for a standard recruiting implementation

Answer: C,D

NEW QUESTION # 44

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- A. Edit the talent pool and select values for the additional attributes.
- B. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- C. Create custom generic objects for Goods Sold and Store Size.
- D. When naming the talent pool, list all of the attributes and their values.

Answer: A,C

NEW QUESTION # 45

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. Existing candidates are NOT able to complete new fields on a data capture form
- B. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form
- C. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.
- D. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form

Answer: C,D

NEW QUESTION # 46

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