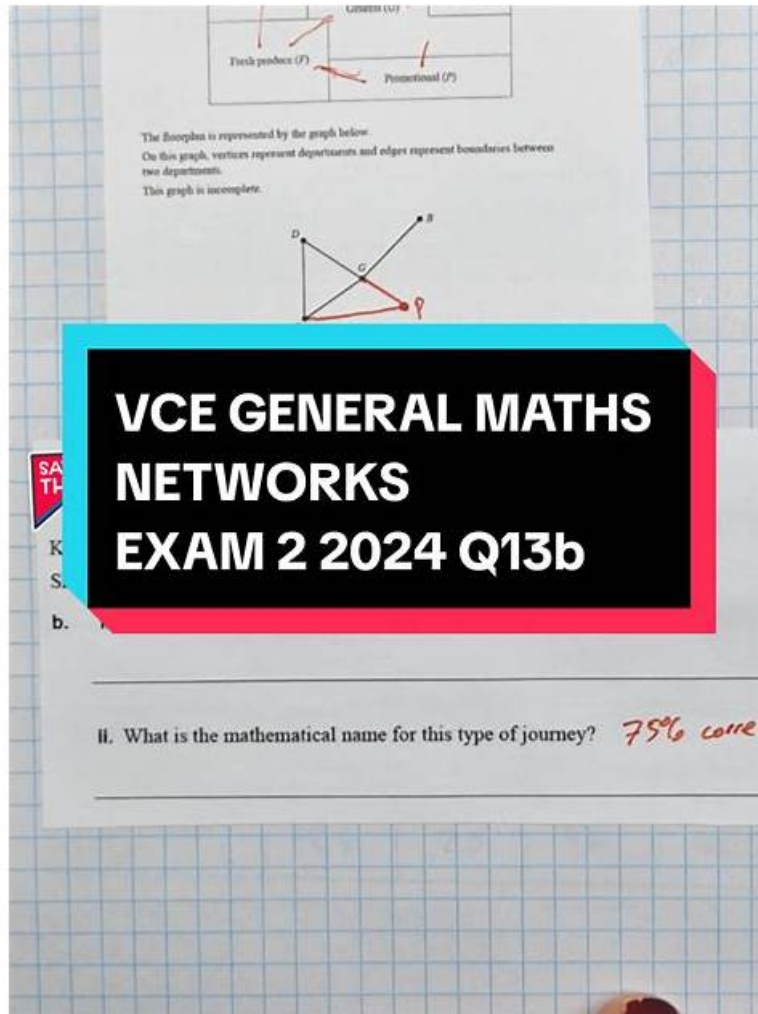


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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</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>
Topic 6	<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>

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## C\_THR84\_2505 New Dumps Files & C\_THR84\_2505 Questions Answers

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q56-Q61):

#### NEW QUESTION # 56

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SFTP
- B. SSL Authentication
- C. Multi-Factor Authentication
- D. Password-less Authentication
- E. Registration with SMS

**Answer: C,D,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's "Create an Account"), offers advanced authentication options. Let's analyze:

\* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.

\* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."

\* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives "Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication > SMS Settings.

- \* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.
- \* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).
- \* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Multi-Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."
- \* Reasoning: A candidate logs in with a password and a code to john.doe@bestrun.com, improving security post-registration.
- \* Practical Example: "Best Run" enables MFA, verified with a test login.
- \* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.
- \* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."
- \* Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.
- \* Practical Example: "Best Run" tests this with a candidate on March 6, 2025.
- \* Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.
- \* Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.
- : SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

### NEW QUESTION # 57

You have created a data capture form. What are some options when adding the form to a Landing page? Note: There are 3 correct answers to this question.

- A. You can configure a specific job alert associated with candidates who submit the form.
- B. You can customize the instructions to complete the form.
- C. You can configure the options when a candidate already has a candidate profile.
- D. You can update the text on the data privacy consent statement.
- E. You can modify the messages displayed after the candidate submits the form.

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Data capture forms on CSB Landing pages collect candidate information (e.g., for talent pipelines) and offer configurable options to enhance user experience. Let's explore each possibility:

\* Option C (You can configure the options when a candidate already has a candidate profile):

Correct. CSB allows settings to handle existing candidates, such as prompting them to log in or update their profile instead of creating duplicates.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For data capture forms, configure options for candidates with existing profiles, such as prompting them to update their information or linking to their current profile, to avoid duplication."

\* Reasoning: If a candidate with a profile (e.g., john.doe@bestrun.com) submits a form on a Landing page (e.g., careers.bestrun.com/campaign), CSB can display "Log in to update" rather than a new form, configured in CSB > Forms > Settings > Profile Matching.

\* Practical Example: For "Best Run," a returning candidate sees a login prompt, ensuring data integrity.

\* Option D (You can customize the instructions to complete the form): Correct. Instructions guide candidates and can be tailored to clarify expectations.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When adding a data capture form to a Landing page, administrators can customize the instructions displayed above the form to provide clear guidance to candidates on how to complete it."

\* Reasoning: Adding "Please enter your skills and email to join our talent network" in CSB > Landing Pages > Form Settings improves completion rates.

\* Practical Example: On careers.bestrun.com/join, instructions like "Fill all fields for faster processing" are set.

\* Option E (You can modify the messages displayed after the candidate submits the form): Correct.

Post-submission messages can be personalized to confirm success or guide next steps.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Post-submission messages for data capture forms on Landing pages can be modified to reflect the customer's messaging, such as thanking candidates or providing next steps."

\* Reasoning: Changing the default "Thank you" to "Welcome to Best Run! Check your email" in CSB > Forms > Success Messages enhances engagement.

\* Practical Example: After submission on careers.bestrun.com/join, "You're now in our talent pool!" appears.

\* Option A (You can configure a specific job alert associated with candidates): Incorrect. Job alerts are set in E-Mail Notification Templates Settings, not tied directly to form submissions on Landing pages.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Data Capture Forms); Recruiting Marketing Guide.

### NEW QUESTION # 58

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- A. Custom third-party survey tools
- B. Custom third-party cascading style sheets (CSS)
- C. Custom third-party analytics for tracking purposes
- D. Custom third-party chatbots
- E. Custom third-party libraries

**Answer: A,C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Career Site Builder (CSB) allows JavaScript enhancements to extend functionality, provided they align with SAP's security and compatibility standards. Let's explore each option in depth:

\* Option B (Custom third-party survey tools): Correct. Survey tools (e.g., SurveyMonkey) can be integrated via JavaScript to gather candidate feedback on the CSB site.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party survey tools can be added to CSB using JavaScript, enabling customers to collect candidate insights directly on the career site, provided the scripts are properly tested and secure."

\* Reasoning: A survey pop-up after a job application enhances user experience by collecting data without altering core CSB functionality.

\* Practical Example: Embedding a script like `<script src="https://surveymonkey.com/embed.js"></script>` on a Landing page to ask, "How was your application experience?"

\* Option D (Custom third-party chatbots): Correct. Chatbots (e.g., Drift) improve candidate interaction and are supported via JavaScript.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Third-party chatbots can be integrated into CSB using JavaScript to provide real-time candidate support, such as answering FAQs or guiding job searches."

\* Reasoning: A chatbot can greet candidates with "Hi! Need help finding a job?"-a common enhancement verified in CSB implementations.

\* Practical Example: Adding `<script src="https://drift.com/chat.js"></script>` in CSB's JavaScript editor for live chat on the Home page.

\* Option E (Custom third-party analytics for tracking purposes): Correct. Analytics tools (e.g., Google Analytics) track site usage via JavaScript.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party analytics scripts, such as Google Analytics, can be added to CSB to track candidate behavior and site performance, supplementing built-in analytics."

\* Reasoning: Tracking page views or click-through rates provides insights beyond Advanced Analytics, a frequent customer need.

\* Practical Example: Including `<script async src="https://www.googletagmanager.com/gtag/js?id=G-XXXX"></script>` to monitor traffic on careers.bestrun.com.

\* Option A (Custom third-party libraries): Incorrect. While technically possible, generic libraries (e.g., jQuery) aren't typically "acceptable" as standalone enhancements unless tied to a specific function (like B, D, E). SAP discourages unnecessary libraries to avoid bloat.

\* Option C (Custom third-party cascading style sheets (CSS)): Incorrect. CSS is added via CSB's Global Styles or inline, not JavaScript. JavaScript-based CSS is unsupported and risks conflicts.

### NEW QUESTION # 59

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. The steps to implement Advanced Analytics must be completed over two or more days.
- B. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- C. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- D. Advanced Analytics can be implemented when the applicant status set is created.

**Answer: C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) in Recruiting provides insights into candidate sourcing and pipeline:

\* Option C (Implement Advanced Analytics immediately following the Career Site Builder site go-live): Correct. Implementing AA post-CSB go-live ensures data collection starts early, maximizing historical insights, a best practice in SAP guides.

\* Option D (Advanced Analytics can be implemented when the applicant status set is created):

Correct. AA relies on applicant statuses (e.g., "Applied," "Hired"); implementing it when statuses are defined ensures data mapping readiness.

\* Option A (The steps to implement Advanced Analytics must be completed over two or more days)

: Incorrect. Timing isn't mandated; it depends on complexity, not a fixed multi-day rule.

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

## NEW QUESTION # 60

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. Populate the title text for each link.
- B. If blue text is used on the site, ensure that it's always used to represent links.
- C. Include multiple links to the customer's corporate site.
- D. All external links from the career site should open in the same browser window.
- E. When a user clicks on the link, immediately display what the user expects to see.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:

\* Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.

\* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."

\* Reasoning: On careers.bestrun.com, a link `<a href="/sales" title="View Sales Jobs">Sales</a>` helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.

\* Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.

\* Option D (When a user clicks on the link, immediately display what the user expects to see):

Correct. Links must meet user expectations for trust and efficiency.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."

\* Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.

\* Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.

\* Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct.

Consistent styling signals interactivity.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it consistently across the site to signal clickable elements to candidates."

\* Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.

\* Practical Example: "Best Run" uses blue for all links, tested for uniformity.

\* Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.

\* Option C: Incorrect. External links typically open in new tabs for UX, configured with target="\_blank".

## NEW QUESTION # 61

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