Exam C-THR84-2505 Pattern, Exam C-THR84-2505 Vce

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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 5	• 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.

Quiz 2026 Valid C-THR84-2505: Exam SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Pattern

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q47-Q52):

NEW QUESTION # 47
Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. The Apply Now button should be present only at the bottom of the job page.
- B. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- C. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- D. Some layouts will have one column, some will have two columns, and some will have three columns.
- E. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.

Answer: C,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The Custom Layouts Editor in CSB with the Unified Data Model (UDM) allows tailored job page displays to meet diverse customer needs. Let's break it down:
* Option A (Different fields from the job requisition template can be used to define the layout rules for the different job layouts):
Correct. Layout rules can be based on requisition fields (e.g.,
"Department" = "Sales" triggers a two-column layout).
* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "In the Custom Layouts Editor, administrators can define layout rules using fields from the job requisition template, such as department or job type, to apply different layouts to specific job categories."
* Reasoning: In CSB > Custom Layouts Editor, mapping "Department" to a rule (e.g., Sales = 2 columns, Tech = 3 columns) tailors displays. This leverages UDM's field mapping from Admin Center > Setup Recruiting Marketing Job Field Mapping.
* Practical Example: For "Best Run," a "Sales" job uses a layout with skills on the left, while a
"Tech" job adds a third column for certifications.
* Option B (The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout):
Correct. The default layout serves as a fallback or intentional override.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The default job layout can be applied to specific jobs in the Custom Layouts Editor, overriding layout rules if needed, to ensure flexibility in presentation."
* Reasoning: A job matching a "Sales" rule can manually use the default layout (e.g., one column) for consistency, configured in CSB > Job Layouts > Exceptions.
* Practical Example: "Best Run" sets a "Manager" job to the default despite a "Sales" rule, verified in a test job page.
* Option E (Some layouts will have one column, some will have two columns, and some will have three columns): Correct. Column flexibility supports varied designs.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Custom Layouts Editor supports configuring layouts with one, two, or three columns, allowing varied presentations based on customer requirements."
* Reasoning: A one-column layout lists details vertically, a two-column splits job info and apply, and a three-column adds skills-configured in CSB > Layouts > Column Settings.

* Practical Example: "Best Run" uses one column for mobile, two for desktop, and three for detailed roles.
* Option C: Incorrect. The search bar's position is a global setting in Global Styles, not layout-specific.
* Option D: Incorrect. The Apply Now button's placement (top/bottom) is configurable per layout, not fixed.
: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Administration Guide (Custom Layouts).

NEW QUESTION # 48

As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page. Which URL contains the correct tracking links for this scenario?

* A. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
* B. https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023
* C. https://jobs.company.com/go/SaIes-Jobs/597140/Qutm_source=youtube&utm_campaign=sales2023
* D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Tracking links with UTM parameters enable campaign performance analysis in Advanced Analytics. Let's evaluate the options for the sales2023 YouTube link to the Sales Jobs page:
* Option C (https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube& utm_campaign=sales2023): Correct. This URL uses the proper syntax with a question mark (?) to start UTM parameters, followed by utm_source=youtube (the referral platform) and utm_campaign=sales2023 (the campaign name), separated by an ampersand (&).
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Use UTM parameters in tracking links (e.g., ?utm_source=youtube&utm_campaign=campaignName) to accurately track candidate sources in Advanced Analytics from external platforms like YouTube."
* Reasoning: Posted on YouTube, this link (e.g., https://jobs.bestrun.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023) directs to the Sales Jobs page and logs "youtube" as the source in AA, allowing "Best Run" to measure campaign success. The syntax adheres to UTM standards (source, medium, campaign), with medium optional here.
* Practical Example: For "Best Run," embedding this in a YouTube video description shows 100 clicks from YouTube in AA by March 10, 2025.
* Option A (https://jobs.company.com/go/SaIes-Jobs/597140/Qutm_source=youtube& utm_campaign=sales2023): Incorrect. "SaIes" has a typo (likely meant "Sales"), and "Qutm_source" is invalid (should be ?utm_source); this breaks tracking.
* Option B (https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023& utm_campaign=youtube): Incorrect. The ampersand (&) before utm_source is wrong; it should start with ? after the page URL, invalidating the parameters.
* Option D (https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023): Incorrect. Missing utm_source limits tracking to campaign only, omitting the YouTube origin.
: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Tracking Links).

NEW QUESTION # 49

Based on leading practices, which of the following page types can contain job listings?

* A. Home page
* B. Landing page
* C. Content page
* D. Category page

Answer: D

NEW QUESTION # 50

How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site? Note: There are 3 correct answers to this question.

* A. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.

- B. System text translations are only possible for the site's default language.
- C. System text translations can be changed from Career Site Builder > Tools > Translations.
- D. System text is translated when the locale is enabled.
- E. System text translations are made from Career Site Builder > Global Settings.

Answer: A,C,D

NEW QUESTION # 51

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

- A. Professional Services
- B. Functional consultant or customer
- C. Consultant submits a request through the SAP Support Portal
- D. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations 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 # 52

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