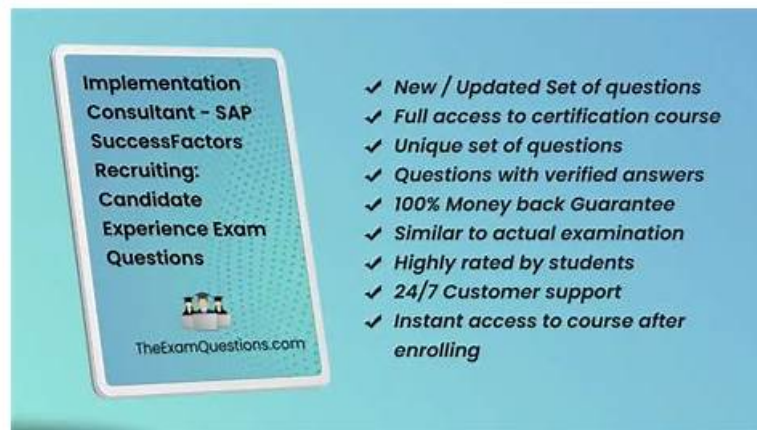


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The field of information technology has seen multiple advancements lately. Reputed companies around the globe have set the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience C-THR84-2505 certification as criteria for multiple well-paid job roles. Only C-THR84-2505 certified will easily get high-paying posts in popular companies. Additionally, a SAP C-THR84-2505 Certification holder can climb the career ladder and get promotions within the current organization.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q40-Q45):

NEW QUESTION # 40

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note:
There are 2 correct answers to this question.

- A. Recommend that your customer opt-in for the Organic Network.
- B. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.

- C. Add a campaign code to all XML job feeds that you create for your customer.
- **D. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Tracking candidates from a corporate site to CSB requires source attribution for accurate reporting in Advanced Analytics. Let's detail the necessary actions:

* Option A (Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site): Correct. Backlinks with UTM parameters (e.g., ?source=corporate) enable tracking of candidate origins.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Provide source-coded backlinks (e.g., careers.company.com/?source=corporate) to the customer for placement on their corporate site, allowing Advanced Analytics to report on candidates arriving from these links."

* Reasoning: Replacing www.bestrun.com/careers with careers.bestrun.com/?source=corp tracks referrals. The consultant provides a link template (e.g., careers.bestrun.com/?utm_source=corporate&utm_medium=web&utm_campaign=referral) for the customer to implement on their site.

* Practical Example: For "Best Run," the customer updates www.bestrun.com/careers to the coded link, and AA shows 50 candidates from this source in March 2025.

* Option D (Submit the Referral Engine Task support ticket after moving your customer's CSB site to production): Correct. The Referral Engine enhances tracking of external referrals, requiring a support ticket for activation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "After moving the CSB site to production, submit the Referral Engine Task support ticket to enable advanced tracking of candidate referrals from external sites, such as the corporate website, in reporting tools."

* Reasoning: Post-production (e.g., March 1, 2025), the consultant submits a ticket via the SAP Support Portal, requesting Referral Engine setup. This backend feature processes referral data for AA.

* Practical Example: For "Best Run," the ticket activates tracking, and a report shows 75% of referrals from www.bestrun.com.

* Option B (Recommend that your customer opt-in for the Organic Network): Incorrect. The Organic Network is unrelated to corporate site tracking; it's for organic search optimization.

* Option C (Add a campaign code to all XML job feeds): Incorrect. XML feeds track job board sources, not corporate site referrals.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide; Career Site Builder Administration Guide.

NEW QUESTION # 41

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Career Site E-Mail Notification
- **B. Data Capture Form Submitted - Welcome and Set Password Email**
- C. Recruiting Manual Candidate Creation Notification
- D. Welcome/Thanks for Creating Account

Answer: B

NEW QUESTION # 42

Which of the following are prerequisites for enabling ?

Solution:

B. A career site built with Career Site Builder (CSB)

Advanced Analytics tracks pre-apply metrics from visits, applications started, etc., which requires a CSB-powered site.

Reference: <https://learning.sap.com/>

C. SAP SuccessFactors Recruiting system with Recruiting Posting (the ATS-based job distribution)

You need the Recruiting ATS environment (with Recruiting Posting enabled) so that analytics can integrate job data end-to-end.



Reference: <https://learning.sap.com/>

- A. SAP SuccessFactors Onboarding
- **B. A career site built with Career Site Builder**
- C. Advanced Analytics in SAP SuccessFactors Recruiting
- D. SAP SuccessFactors Recruiting Posting

Answer: B

NEW QUESTION # 43

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- A. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- **B. Enable location-based searches on the search bar.**
- **C. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.**
- D. Configure a color or image for the search bar for each of your customer's brands.
- **E. Configure options for the search results page and the job results cards for each of your customer's brands.**

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Unified Data Model (UDM) enhances CSB's search experience:

* Option A (Enable location-based searches on the search bar): Correct. UDM supports location-based filtering (e.g., via Google Maps integration), a key feature for candidate search.

* Option D (Select fields from the job requisition template for the search results card and designate on which line of the card to display each): Correct. UDM allows customization of search result cards (e.g., title, location) via mapped fields, configurable in CSB.

* Option E (Configure options for the search results page and the job results cards for each of your customer's brands): Correct. Multi-brand sites can tailor search results and cards per brand in CSB.

* Option B (Select fields from the job requisition template to display in individual drop-down menus on the search bar): Incorrect. Drop-downs are predefined (e.g., category, location), not fully customizable per requisition fields.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 44

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- **A. Create a list type link in the header named About Us.**
- B. Create category type links in the header under About Us that link to the three internal pages.
- **C. Create content type links in the header under About Us that link to the three internal pages.**

- D. Enable the About Us link in the header that is provided with all CSB sites.
- E. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Configuring header links in CSB:

- * Option A (Create content type links in the header under About Us that link to the three internal pages): Correct. Content pages (e.g., "About Us - Team") are linked as content type links in the header.
 - * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."
 - * Option B (Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site): Correct. External links open corporate pages in a new tab/session.
 - * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."
 - * Option C (Create a list type link in the header named About Us): Correct. A list type link groups the internal and external links under a dropdown labeled "About Us."
 - * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."
 - * Option D (Create category type links): Incorrect. Category links are for job listings, not content pages.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

NEW QUESTION # 45

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