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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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.
Topic 3	<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 4	<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 5	<ul style="list-style-type: none"> • Configure Locales: This section of the exam assesses the ability of Implementation Specialists to configure multiple locales on the career site, allowing organizations to deliver multilingual experiences tailored to global audiences.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q61-Q66):

NEW QUESTION # 61

Which elements need to be checked after a Career Site Builder site is moved from stage to production?

- A. External redirects open in the same browser tab
- **B. Site URLs**
- C. CSB Role Based Permissions
- D. Advanced Analytics

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Post-move validation ensures the Career Site Builder (CSB) site functions correctly in the production environment. Let's identify the critical element to check:

* Option D (Site URLs): Correct. Verifying URLs (e.g., careers.company.com) ensures proper routing, accessibility, and DNS resolution after the move from stage to production.

* SAP Documentation Excerpt: From the Implementation Handbook: "After moving the CSB site from stage to production, check the site URLs to confirm they resolve correctly to the production environment and that all pages are accessible to candidates."

* Reasoning: A misconfigured URL (e.g., staging.company.com lingering due to an incomplete DNS update) could block candidate access. Testing involves opening careers.bestrun.com in a browser, pinging the domain, and ensuring it loads the production site (e.g., checking for the correct SSL certificate and content). This step is part of SAP's post-deployment checklist to confirm the site is live and functional.

* Practical Example: For "Best Run Corp," the consultant visits careers.bestrun.com post-move on March 5, 2025, and confirms it displays production jobs, not stage data.

* Option A (External redirects open in the same browser tab): Incorrect. Redirect behavior (e.g., new tab vs. same tab) is a design choice configured pre-move and doesn't require post-move validation unless specifically altered.

* Option B (Advanced Analytics): Incorrect. Advanced Analytics is validated separately post-implementation, not as a direct result of the site move.

* Option C (CSB Role Based Permissions): Incorrect. Permissions are set and tested in stage, not rechecked post-move unless a specific issue arises.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Post-Production Validation).

NEW QUESTION # 62

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

Answer: A,C,E

NEW QUESTION # 63

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

- A. Links to top job searches
- B. Links to Content pages
- C. Links to Category pages
- D. Links to social networks

Answer: B,C

NEW QUESTION # 64

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. Follow the same layout for the localized pages as the default locale.
- B. Create the Home page for the locale instead of duplicating it from the default locale.
- C. Use Google Translate to translate text for locales.
- D. If the customer requires only one language and it is NOT en_US, you can change the default locale.

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Creating locales in Career Site Builder (CSB) ensures a consistent multi-language experience for candidates.

Let's evaluate the leading practices:

* Option C (Follow the same layout for the localized pages as the default locale): Correct.

Maintaining a consistent layout across locales enhances usability and reduces confusion.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to maintain the same page layout for localized pages as the default locale, ensuring a consistent candidate experience regardless of language."

* Reasoning: If the en_US Home page has a banner, job search bar, and footer, the fr_FR version should mirror this structure (e.g., careers.bestrun.com/fr). This is configured in CSB > Pages > Layout, ensuring navigation remains intuitive.

* Practical Example: For "Best Run," the French Home page retains the same two-column layout as English, with "Rechercher des emplois" replacing "Search Jobs."

* Option D (If the customer requires only one language and it is NOT en_US, you can change the default locale): Correct. Flexibility to set a non-default language simplifies single-language sites.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a customer requires only one language and it is not en_US (e.g., fr_FR), the default locale can be changed in CSB settings to match the customer's primary language."

* Reasoning: In CSB > Settings > Site Configuration > Locales, changing the default from en_US to fr_FR ensures all system text (e.g., "Apply") appears as "Soliciter" from the start, avoiding translation overhead.

* Practical Example: For a French-only "Best Run" site, setting fr_FR as default eliminates en_US prompts, verified in a sandbox.

* Option A (Create the Home page for the locale instead of duplicating): Incorrect. Duplicating the default locale's Home page is faster and ensures consistency, as creating from scratch risks misalignment.

* Option B (Use Google Translate): Incorrect. Google Translate lacks precision for technical or brand-specific terms; manual or professional translation is recommended to avoid errors.

NEW QUESTION # 65

- A. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
- B. The jobs posted to CSB sites are accessible to website crawlers.
- C. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- D. A new site map is created and delivered to Google and Bing weekly.
- E. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.

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