

C-THR84-2505 Valid Test Questions - C-THR84-2505 Exam Revision Plan



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Just like the old saying goes, there is no royal road to success, and only those who do not dread the fatiguing climb of gaining its numinous summits. In a similar way, there is no smoothly paved road to the C-THR84-2505 certification. You have to work on it and get started from now. If you want to gain the related certification, it is very necessary that you are bound to spend some time on carefully preparing for the C-THR84-2505 Exam, including choosing the convenient and practical study materials, sticking to study and keep an optimistic attitude and so on.

>> C-THR84-2505 Valid Test Questions <<

C-THR84-2505 Exam Revision Plan, C-THR84-2505 Certification Dump

The C-THR84-2505 certification exam is essential for future development, and the right to a successful C-THR84-2505 exam will

be in your own hands. As long as you pass the exam, you will take a step closer to your goal. However, unless you have updated C-THR84-2505 exam materials, or passing the exam's mystery is quite challenging. Thousands of people tried the C-THR84-2505 exams, but despite having good professional experience and being well-prepared, the regrettable exam failed. One of the main reasons for the failure may be that since practice and knowledge alone are not enough, people need to practice our PrepAwayPDF C-THR84-2505 Exam Materials, otherwise they cannot escape reading. Well, you are in the right place. The C-THR84-2505 questions on our PrepAwayPDF are one of the most trustworthy questions and provide valuable information for all candidates who need to pass the C-THR84-2505 exam.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q48-Q53):

NEW QUESTION # 48

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may be able to apply to different jobs.
- **B. Internals and externals may see different job layouts.**
- **C. Internals and externals may see different page components.**
- D. Internals and externals may see different headers and footers.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enabling an internal career site in Career Site Builder (CSB) allows tailored experiences for employees vs. external candidates, leveraging audience-specific configurations. Let's detail the differences:

* Option A (Internals and externals may see different job layouts): Correct. Job layouts can vary based on audience to reflect internal vs. external needs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When the internal career site is enabled, different job layouts can be configured for internal employees and external candidates, allowing customization such as additional internal-only fields or simplified external views."

* Reasoning: Internals might see a three-column layout with "Internal Transfer Info" on careers.

bestrun.com/internal/job/123, while externals get a two-column layout on careers.bestrun.com/job/123. This is set in CSB > Custom Layouts Editor with audience rules.

* Practical Example: For "Best Run," internals see "Referral Bonus" details, while externals see a basic apply section, tested in a sandbox.

* Option C (Internals and externals may see different page components): Correct. Components can be tailored to each audience's context.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Page components, such as banners or call-to-actions, can differ between internal and external views when the internal career site is enabled, tailoring content to each audience."

* Reasoning: A "Welcome Employees" banner appears for internals on the Home page, while externals see "Join Us," configured in CSB > Pages > Components > Audience Settings.

* Practical Example: "Best Run" shows an "Internal News" component for employees, not externals, verified post-login.

* Option B: Incorrect. Headers and footers are typically global, managed in Global Styles, not audience-specific.

* Option D: Incorrect. Job eligibility is determined in Recruiting Management (e.g., internal job flags), not CSB display differences.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Internal Career Site).

NEW QUESTION # 49

Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.
- **B. Do NOT use embedded text on images.**
- **C. Unique alt text should be populated for all images in all languages.**
- **D. Select images that have a strong focal point.**
- E. Alt Text is NOT required for logos on the site.

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Images in Career Site Builder (CSB) enhance visual appeal and accessibility, requiring careful consideration to meet standards like WCAG 2.1. Let's delve into the options:

* Option A (Select images that have a strong focal point): Correct. Images with a clear focus (e.g., a person's face) engage candidates and improve visual hierarchy.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Leading practice recommends selecting images with a strong focal point to draw candidate attention and enhance the visual experience on the CSB site."

* Reasoning: A photo of a smiling employee on careers.bestrun.com/home stands out over a blurry group shot, guiding the eye to key content. This is configured in CSB > Pages > Image Upload.

* Practical Example: For "Best Run," choosing an image of a team leader for the "About Us" page increases engagement.

* Option C (Do NOT use embedded text on images): Correct. Embedded text (e.g., "Join Us" on a banner) isn't accessible to screen readers or searchable, violating SEO and accessibility norms.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Avoid using embedded text on images, as it cannot be read by screen readers and may not be indexed by search engines; use alt text instead."

* Reasoning: Instead of embedding "Apply Now" on an image, use HTML text with CSS styling in CSB > Global Styles, ensuring accessibility for users with JAWS.

* Practical Example: "Best Run" replaces a text-over-image banner with a styled "Apply Now" button.

* Option E (Unique alt text should be populated for all images in all languages): Correct. Alt text describes images for accessibility and must reflect content in each locale.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Populate unique alt text for all images in each language to ensure accessibility and relevance for candidates across locales."

* Reasoning: For an image of a team on careers.bestrun.com, alt text is "Best Run team meeting" (en_US) and "Reunion de l'équipe Best Run" (fr_FR), set in CSB > Pages > Image Settings.

* Practical Example: "Best Run" updates alt text for a logo across en_US, fr_FR, and es_ES.

* Option B (Alt Text is NOT required for logos): Incorrect. WCAG 2.1 mandates alt text for all images, including logos, for accessibility (e.g., "Best Run Logo").

* Option D (All images should be oriented as portrait): Incorrect. Orientation (portrait or landscape) depends on design needs, not a universal rule.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 50

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site? Note: There are 2 correct answers to this question.

- A. careers.
<company>
.com
- B. <company>
.com/jobs
- C. <company>
.careers.com
- D. jobs.
<company>
.com

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, the Career Site Builder (CSB) is designed to create branded, SEO-friendly career sites. The recommended naming convention for subdomains aligns with usability, branding, and search engine optimization (SEO) best practices. Options B (jobs.<company>.com) and C (careers.<company>.com) are widely recognized as standard conventions because:

<company>
com) and C (careers.
<company>
com)

are widely recognized as standard conventions because:

* Subdomain Structure: Using "jobs" or "careers" as a prefix to the company's primary domain (e.g., jobs.company.com or careers.company.com) clearly indicates the purpose of the site, enhancing user experience and SEO visibility.

* SEO Benefits: Search engines like Google prioritize descriptive and relevant subdomains, making it easier for candidates to find the career site when searching for job opportunities at the company.

* Scalability: These formats allow flexibility for multi-brand or multilingual setups (e.g., careers.us.company.com).

* Option A (<company>.com/jobs): This is a subdirectory, not a subdomain. While functional, it's less recommended because it ties the career site to the main corporate domain structure, potentially complicating branding separation or site hosting configurations.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (latest version as of Q1 2025).

NEW QUESTION # 51

Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- B. When setting up the Source Tracker for your customer, enable all possible sources.
- C. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- D. Enable your customer's Source Tracker options from Command Center.
- E. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.

Answer: A,D,E

NEW QUESTION # 52

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- B. The recruiter did NOT include a country.
- C. The recruiter did NOT include the job with Sync Recruiting Jobs.
- D. The recruiter did NOT include a job description.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.

* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.

* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

NEW QUESTION # 53

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