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Quiz 2025 Useful SAP C_THR84_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Valid Exam Vce

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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.

Topic 3	• 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 4	• 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.
Topic 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q69-Q74):

NEW QUESTION # 69

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

Answer: A,B,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 # 70

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Review the statement of work (SOW).
- B. Assist the customer to complete the Readiness Checklist.
- C. Finish the CSB Configuration Workbook.
- D. Develop the CSB project plan.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The CSB kickoff call sets the implementation stage, requiring pre-call preparation to ensure alignment. Let's explore the recommended actions:

* Option C (Assist the customer to complete the Readiness Checklist): Correct. The Readiness Checklist confirms prerequisites (e.g., provisioning access, branding assets, domain setup) are met.

* SAP Documentation Excerpt: From the Implementation Handbook: "Before the CSB kickoff call, the consultant should assist the customer in completing the Readiness Checklist to verify that all foundational elements, such as system access and branding materials, are prepared."

* Reasoning: Without assets like a logo or confirmation of careers.bestrun.com provisioning, the call can't proceed effectively. The consultant reviews the checklist (e.g., Admin Center > Readiness) with the customer, ensuring items like "SSL Certificate Ready" are checked.

* Practical Example: For "Best Run," the consultant helps the customer confirm provisioning on January 10, 2025, before the January 15 kickoff.

* Option D (Review the statement of work (SOW)): Correct. The SOW defines scope, deliverables, and timelines, ensuring all parties are aligned.

* SAP Documentation Excerpt: From the Implementation Handbook: "Reviewing the statement of work prior to the CSB kickoff call is recommended to align expectations on deliverables, timelines, and responsibilities between the consultant and customer."

* Reasoning: Reviewing the SOW (e.g., confirming 20 Category pages, one XML feed) avoids mid-project scope creep. The consultant annotates the document, highlighting key points for discussion.

* Practical Example: For "Best Run," the consultant reviews the SOW on January 12, noting the go-live date of March 1, 2025.

* Option A (Finish the CSB Configuration Workbook): Incorrect. The workbook is populated post- kickoff with requirements gathered during the call.

* Option B (Develop the CSB project plan): Incorrect. The project plan is drafted after the kickoff, based on discussed needs.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Pre-Kickoff Preparation).

NEW QUESTION # 71

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. The Job Alert Email Template has NOT been configured in the CSB stage environment.
- B. You exported Site Settings from stage but did NOT update values in the XML file
- C. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- D. SAP SuccessFactors has released code to preview, but NOT yet to production.
- E. The SSL certificate has NOT yet been created.

Answer: A,C,D

NEW QUESTION # 72

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

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

Answer: B,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 # 73

What actions can you take in the Career Site Builder Functions Viewer?

- **A. Delete existing functions.**
- B. Modify existing functions.
- C. Create new functions.
- D. Copy existing functions.

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Functions Viewer in Career Site Builder (CSB) is a diagnostic and management tool for reviewing and managing custom JavaScript functions added to enhance site functionality. Let's evaluate the possible actions:

* Option A (Delete existing functions): Correct. The Functions Viewer allows administrators to remove custom functions that are no longer needed or causing issues.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Functions Viewer in Career Site Builder enables administrators to view and delete existing custom functions added to the site, providing control over JavaScript enhancements."

* Reasoning: If a custom chatbot script (e.g., added via CSB > Tools > JavaScript) malfunctions, the Viewer lists it (e.g., "chatFunction.js"), and a delete action removes it to restore stability. This is accessed via CSB > Tools > Functions Viewer.

* Practical Example: For "Best Run," a consultant deletes a broken "liveChat.js" function, confirming the site reverts to default behavior on careers.bestrun.com.

* Option B (Modify existing functions): Incorrect. The Viewer is read-only for modification; changes must be made in the original JavaScript editor (CSB > Tools > JavaScript) and re-uploaded.

* Option C (Create new functions): Incorrect. Creation occurs in the JavaScript section, not the Viewer, which is for inspection.

* Option D (Copy existing functions): Incorrect. Copying isn't a Viewer feature; it requires manual code duplication in the editor.

NEW QUESTION # 74

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