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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> Other Career Site Setup: This section of the exam measures skills of SAP Consultants in configuring additional site features like data capture forms, metadata tags, and search engine optimization settings to enhance site performance and engagement.
Topic 3	<ul style="list-style-type: none"> Implement Advanced Analytics: This section of the exam assesses the skills of SAP Consultants in setting up and utilizing advanced analytics tools that track candidate behavior, site traffic, and performance metrics for actionable insights.
Topic 4	<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 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.
Topic 6	<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 7	<ul style="list-style-type: none"> 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 8	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q46-Q51):

NEW QUESTION # 46

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).
- B. Avoid using bulleted or numbered lists.
- C. Use half the word count or less than conventional writing.**
- D. Use high contrast text, for example, black text on a white background.**
- E. Break up lengthy content and separate with headings.**

Answer: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Text practices in Career Site Builder (CSB) enhance readability, accessibility, and engagement, aligning with web and WCAG 2.1 standards. Let's explore the options:

* Option A (Use high contrast text, for example, black text on a white background): Correct. High contrast ensures legibility for all users, including those with visual impairments.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Use high contrast text, such as black on white, to ensure readability and compliance with accessibility guidelines like WCAG 2.1 for all candidates."

* Reasoning: On careers.bestrunch.com, black job titles on a white background (contrast ratio > 4.5:

1) are readable via screen readers like JAWS and meet legal standards. This is configured in CSB

> Global Styles > Text Settings.

* Practical Example: "Best Run" sets job descriptions to black on white, improving visibility for a colorblind candidate.

* Option C (Break up lengthy content and separate with headings): Correct. Headings improve scannability and structure, aiding navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Break up lengthy content with headings (e.g., H2, H3) to enhance candidate comprehension and navigation on CSB pages."

* Reasoning: A job page with "Job Title" (H2), "Responsibilities" (H3), and "Requirements" (H3) allows quick scanning on careers.bestrunch.com/job/123. This is added in CSB > Pages > Content Editor.

* Practical Example: "Best Run" uses headings to split a 500-word description, tested for readability.

* Option D (Use half the word count or less than conventional writing): Correct. Concise text suits web users' preference for quick consumption.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Aim for half the word count of conventional writing to keep CSB content concise and engaging for candidates."

* Reasoning: Reducing a 200-word job summary to 100 words (e.g., "Join our sales team" vs. a verbose paragraph) on careers.bestrunch.com improves retention. This is a content strategy applied during page creation.

* Practical Example: "Best Run" shortens "About Us" to 50 words, verified in a user test.

* Option B (Avoid using bulleted or numbered lists): Incorrect. Lists enhance readability by organizing information, a recommended practice.

* Option E (Use a serif font): Incorrect. Sans-serif fonts (e.g., Arial) are preferred for web clarity over serif (e.g., Times New Roman), per modern design standards.

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

NEW QUESTION # 47

Which of the following statements apply regarding the use of custom fonts? Note: There are 2 correct answers to this question.

Solution:

B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.

This is stated under troubleshooting: "If the font appears as Times New Roman, it is not compatible. Upload a different font."

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

D. The customer must own the font license to use them on their Career Site.

The documentation clearly notes: "Customers who own fonts may use them on their Career Site Builder site."

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

- A. The maximum size limit for custom fonts is LOOMB.
- **B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.**
- **C. The customer must own the font license to use them on their Career Site.**
- D. The file must be an .otf type.

Answer: B,C

NEW QUESTION # 48

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Build the customer's CSB site using custom plugins.
- **B. Work with the customer to develop a job distribution strategy.**
- C. Implement backlinks on the customer's corporate web site that link to their CSB site.
- **D. Ensure that the job data supports the customer's recruiting strategy.**

Answer: B,D

NEW QUESTION # 49

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- 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 uses metadata to help ensure that jobs and pages are search engine-friendly.
- D. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- E. A new site map is created and delivered to Google and Bing weekly.

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SEO in Career Site Builder (CSB) enhances visibility on search engines like Google by leveraging structured design and content.

Let's explore:

* Option A (CSB uses metadata to help ensure that jobs and pages are search engine-friendly):

Correct. Metadata (e.g., Page Title, Meta Keywords, Meta Description) optimizes pages for indexing.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "CSB leverages metadata, including Page Title, Meta Keywords, and Meta Description, configured in Site Settings, to ensure that job pages and content are optimized for search engines, improving discoverability."

* Reasoning: For "Best Run," setting "Jobs at Best Run" as Page Title and "Sales, Engineering" as Meta Keywords makes careers.bestrun.com searchable for "Best Run jobs." This is configured in CSB > Site Settings.

* Practical Example: A Google search for "engineering jobs" shows "Jobs at Best Run" with the Meta Description snippet.

* Option C (The jobs posted to CSB sites are accessible to website crawlers): Correct. CSB's HTML structure allows crawlers to index job content.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Jobs posted to CSB sites are designed to be accessible to website crawlers, with structured data and URLs that allow search engines to index each job posting effectively."

* Reasoning: Unlike ATS systems with login walls, careers.bestrun.com/job/123 offers public HTML (e.g., <h1>Job Title</h1>), readable by Googlebot.

* Practical Example: "Best Run" confirms 100% job indexation via Google Search Console.

* Option E (CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings):

Correct. Category pages provide evergreen, keyword-rich content.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Creating Category pages (e.g., 'Sales Jobs') in CSB builds SEO value by providing persistent, keyword-rich pages that outlast individual job postings, driving organic traffic over time."

* Reasoning: careers.bestrun.com/sales-jobs ranks for "sales jobs" longer than a single job page that expires, configured in CSB > Pages.

* Practical Example: "Best Run's" "Engineering Jobs" page boosts rankings over a deleted "Engineer" job.

* Option B: Incorrect. The sitemap is submitted once post-production, not weekly, via Google Search Console.

* Option D: Incorrect. Hidden text violates SEO guidelines; metadata is visible and legitimate.

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

NEW QUESTION # 50

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note:

There are 2 correct answers to this question.

- A. Check the Export Jobs to CSV log from Command Center.
- B. Check the Export Automated Process Logs from Command Center.
- C. Check that each user has a unique email address.
- D. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Recruiter Sync syncs users from Recruiting Management to Career Site Builder (CSB) for admin roles. If users don't appear under CSB > Users > Roles > Admin Users, troubleshooting is essential:

- * Option A (Check the Export Automated Process Logs from Command Center): Correct. Logs identify sync errors or failures affecting user imports.
- * SAP Documentation Excerpt: From the Recruiting Marketing Guide: "To troubleshoot issues with Recruiter Sync, check the Export Automated Process Logs in Command Center to identify errors or failures in the synchronization process that may prevent users from appearing in CSB."
- * Reasoning: In Command Center > Logs, a log entry like "Sync failed: Duplicate email detected" points to the issue. This is the first step to diagnose whether the sync process ran successfully.
- * Practical Example: For "Best Run," a log shows "User sync error: 2025-03-04 10:00" due to a server timeout, guiding further investigation.
- * Option D (Check that each user has a unique email address): Correct. Duplicate emails prevent sync, as CSB requires unique identifiers for user records.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure each user has a unique email address in the system; duplicate emails will cause Recruiter Sync to fail, preventing users from appearing under CSB > Users > Roles."
- * Reasoning: In Recruiting Management, if two recruiters share "recruiter@bestrun.com," only one syncs to CSB. Checking user data in Admin Center > User Data Files confirms uniqueness.
- * Practical Example: For "Best Run," resolving "recruiter1@bestrun.com" and "recruiter2@bestrun.com" as duplicates fixes the sync.
- * Option B (Check the Export Jobs to CSV log): Incorrect. This log tracks job data exports, not user sync issues.
- * Option C (Check the field mapping): Incorrect. Field mapping affects job data, not user sync, which uses predefined user fields.

NEW QUESTION # 51

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