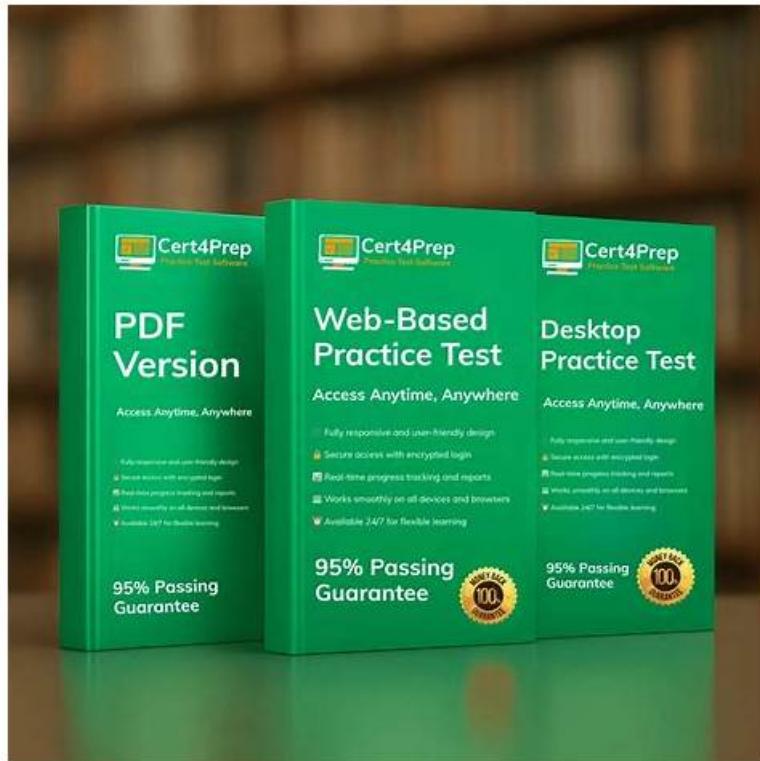# C_THR84_2505 Valid Test Bootcamp | New C_THR84_2505 Study Notes

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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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	• 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.

100% Pass SAP First-grade C_THR84_2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Valid Test Bootcamp

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q35-Q40):

NEW QUESTION # 35
When choosing to use a standard URL for their career site with Career Site Builder, which of the following configuration options are available to customers? Note: There are 2 correct answers to this question.

Solution:

Option C

Customers provide a unique subdomain (e.g. the name of their company), and the remainder of the URL is the generic SAP framework (jobs.hr.cloud.sap). For example: mycompany.jobs.hr.cloud.sap

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

Option D

Since the URL is part of SAP's domain, SAP manages both the DNS and SSL certificates on behalf of the customer.

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

- A. SAP maintain the DNS and SSL certificates on behalf of the customer, when using the standard URL.
- B. Customers can choose a subdomain and domain that is completely unique to their organization when using the standard URL for their career site.
- C. Customers can choose a subdomain that is unique to their organization and the rest of the URL will be generic: <subdomain>jobs.hr.cloud.sap.
- D. Existing customers wishing to transition to a standard URL can maintain 2 active URLs for up to 12 months, 1 primary and

1 secondary, during the transition period.

Answer: A,C

NEW QUESTION # 36

Your customer requires a branded career site and is using the Unified Data Model. What are some of the configuration steps that you must complete? Note: There are 3 correct answers to this question.

- A. Create a microsite for each brand.
- B. Map the brand field from Setup Recruiting Marketing Job Field Mapping.
- C. Configure the standard Marketing Brand Generic Object.
- D. Create the brands from Manage Data.
- E. Configure a custom Marketing Brand Generic Object.

Answer: A,B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
For a multi-brand CSB site with UDM:
* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.
The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.
* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."
* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.
* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."
* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."
* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.
: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

NEW QUESTION # 37

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

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

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The header navigation menu in Career Site Builder (CSB) is a critical element for candidate navigation, and SAP recommends including items that enhance usability and job discovery:
* Option A (Links to Content pages): Correct. Content pages (e.g., "About Us," "Benefits") provide candidates with company information, making them a recommended inclusion in the header for easy access.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The header navigation menu should include links to content pages such as 'About Us' or 'Our Culture' to provide candidates with additional context about the organization, improving engagement."
* Option C (Links to Category pages): Correct. Category pages (e.g., "Sales Jobs," "Engineering Jobs") help candidates quickly find

relevant job listings, aligning with SAP's focus on job-centric navigation.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Links to category pages in the header navigation menu are recommended to facilitate direct access to job listings grouped by type or department, enhancing the candidate experience."
* Option B (Links to top job searches): Incorrect. While useful, top job searches are typically featured in the footer or search bar suggestions, not the header, to keep it uncluttered.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Navigation).

NEW QUESTION # 38
Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Enable your customer's Source Tracker options from Command Center.
- 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. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- E. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.

Answer: A,D,E

NEW QUESTION # 39
Which elements need to be checked after a Career Site Builder site is moved from stage to production?

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

Answer: A

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 # 40
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