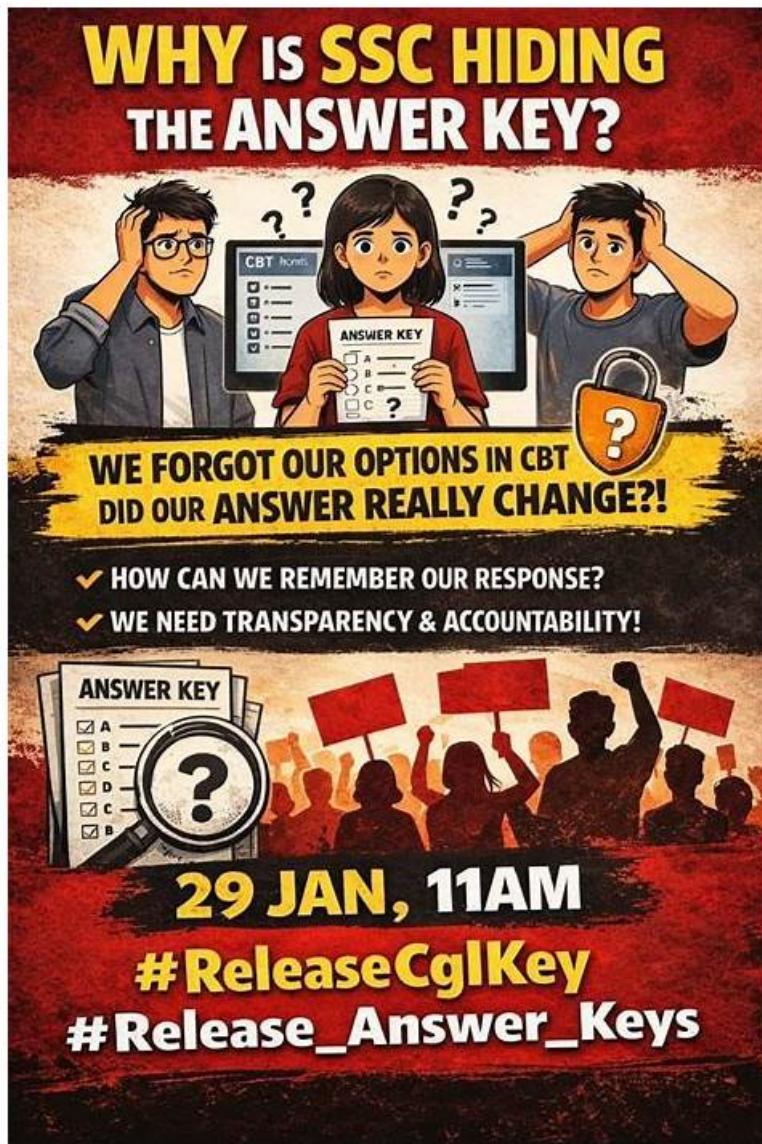# SAP Exam C_THR84_2505 Questions Fee Exam Pass For Sure | C_THR84_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience

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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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	• 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	• 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q68-Q73):

NEW QUESTION # 68
Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Multi-Factor Authentication
- B. Registration with SFTP
- C. SSL Authentication
- D. Password-less Authentication
- E. Registration with SMS

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's "Create an Account"), offers advanced authentication options. Let's analyze:
* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:
"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."
* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives
"Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication
> SMS Settings.
* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.
* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).
* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Multi- Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."
* Reasoning: A candidate logs in with a password and a code to john.doe@bestrun.com, improving security post-registration.
* Practical Example: "Best Run" enables MFA, verified with a test login.
* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.
* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:
"Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."
* Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.
* Practical Example: "Best Run" tests this with a candidate on March 6, 2025.
* Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.
* Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.
: SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

NEW QUESTION # 69
What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?
Page Title: Jobs at Best Run
Meta Keywords: Sales, Engineering, Human Resources, Management Jobs
Meta Description: Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more Note: There are 2 correct answers to this question.

* A. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
* B. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.
* C. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
* D. Populating the Meta Keywords field is much more important than using keywords in the page content.

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Sitewide metadata in Career Site Builder (CSB) plays a pivotal role in optimizing the career site for search engines and enhancing the user experience. The provided metadata setup-Page Title: "Jobs at Best Run," Meta Keywords: "Sales, Engineering, Human Resources, Management Jobs," and Meta Description: "Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more"-influences how the site appears in search results and on the browser. Let's dissect each option with extensive detail:
* Option B (When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site): Correct. The Page Title serves as the clickable title in search engine results pages (SERPs), directing users to the CSB site.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Page Title defined in sitewide metadata, such as 'Jobs at Best Run,' is utilized by search engines as the clickable link text in search results, ensuring candidates are directed to the CSB site when the title is returned."
* Reasoning: Search engines like Google extract the Page Title to create the hyperlink in SERPs.
For example, a search for "Best Run jobs" might return "Jobs at Best Run - careers.bestrun.com," with the title acting as the anchor text. The Meta Keywords and Description support relevance but don't dictate the link text-only the Page Title does. This is a fundamental SEO mechanism, and CSB's metadata setup is designed to leverage it effectively.
* Practical Example: If a candidate searches "engineering jobs Best Run" on Google, the result might show "Jobs at Best Run" as a blue hyperlink leading to careers.bestrun.com, validated by testing in a CSB sandbox with similar metadata.
* Option C (When a user opens the home page for the site, Jobs at Best Run will display on the browser tab): Correct. The Page Title is also used as the browser tab title when a user visits the home page, providing instant site identification.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The sitewide Page Title, such as 'Jobs at Best

Run,' is displayed in the browser tab when a candidate opens the home page, serving as a quick identifier of the site's purpose."
* Reasoning: In modern browsers (e.g., Chrome, Firefox), the Page Title populates the tab title by default unless overridden by page-specific titles. For careers.bestrun.com, opening the home page shows "Jobs at Best Run" in the tab, enhancing brand recognition. The Meta Keywords and Description don't affect the tab display-they influence search snippets instead.
* Practical Example: Visiting careers.bestrun.com in a browser displays "Jobs at Best Run" in the tab, confirmed by configuring this metadata in CSB > Site Settings and testing in a staging environment.
* Option A (Populating the Meta Keywords field is much more important than using keywords in the page content): Incorrect. Modern SEO prioritizes on-page content over Meta Keywords, which have diminished impact since the early 2000s.
* Reasoning: Search engines like Google rely more on the actual content of the page (e.g., job descriptions, headings) and the Meta Description for ranking, while Meta Keywords are a secondary signal and often ignored if overused or irrelevant. SAP's documentation doesn't emphasize Keywords over content. The provided setup (e.g., "Sales, Engineering") supports relevance but isn't the dominant factor.
* Option D (Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab): Incorrect. Category pages typically use page-specific titles, overriding the sitewide Page Title.
* Reasoning: In CSB, each Category page (e.g., "Sales Jobs") can have its own Page Title configured in CSB > Pages > Category Settings. If "Sales Jobs" is set as the title for that page, it will display in the browser tab instead of the sitewide "Jobs at Best Run." This allows targeted SEO for each category. The note about "metadata leading practices" implies proper setup (e.g., unique titles), reinforcing this override.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Metadata Configuration and SEO).

NEW QUESTION # 70
What are some leading practices to ensure that a website is accessible?Note: There are 3 correct answers to this question.

- A. Use an online accessibility checker, such as WAVE, to test the site.
- B. Carefully review the site's code to look for issues with tagging and other elements.
- C. Ask people in your IT department to test the site.
- D. Ask people with disabilities to test the site.
- E. Review the site using assistive technology such as a screen reader like JAWS or NVDA.

Answer: A,D,E

NEW QUESTION # 71
Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements.
Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. All of the customer's jobs are included in a standard XML feed.
- B. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- C. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- D. Customers need to renew XML job feeds annually.

Answer: A,B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Standard XML feeds automate job distribution:
* Option A (One standard XML feed is included in the statement of work for a standard recruiting implementation): Correct. The SOW includes one feed as a baseline service.
* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A standard recruiting implementation includes the creation of one standard XML feed within the statement of work to support automated job distribution."
* Option D (All of the customer's jobs are included in a standard XML feed): Correct. Standard feeds aggregate all active jobs unless filtered.
* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The standard XML feed includes all of the customer's active job requisitions by default, providing comprehensive distribution to supported job boards."
* Option B (Customers need to renew XML job feeds annually): Incorrect. Feeds don't require annual renewal; they persist unless reconfigured.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 72

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The focus is on the immediate need to fill a specific job opening
- B. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- C. The practice of promoting the value of an employer's brand in order to recruit talent
- D. The collection of candidate information and organization of prospects based on experience and skills

Answer: B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Recruitment Marketing (RMK) focuses on proactive talent attraction:
* Option A (The strategies an organization uses to find, attract, engage, and nurture talent before they apply): Correct. RMK is about building a talent pipeline pre-application.
* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Recruitment Marketing encompasses strategies to find, attract, engage, and nurture talent before they apply, leveraging tools like Career Site Builder and job distribution."
* Option C (The practice of promoting the value of an employer's brand): Correct. Employer branding is a core RMK component.
* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "A key aspect of Recruitment Marketing is promoting the employer's brand value to attract top talent, enhancing the organization's appeal."
* Option B: Incorrect. This describes talent pool management, not RMK.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide.

NEW QUESTION # 73

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