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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
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Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> • 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 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"> • 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 7	<ul style="list-style-type: none"> • 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.
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.
Topic 9	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q28-Q33):

NEW QUESTION # 28

As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page. Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales-Jobs/597140/utm_source=youtube&utm_campaign=sales2023
- B. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- C. https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Tracking links with UTM parameters enable campaign performance analysis in Advanced Analytics. Let's evaluate the options for the sales2023 YouTube link to the Sales Jobs page:

* Option C (https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023): Correct. This URL uses the proper syntax with a question mark (?) to start UTM parameters, followed by utm_source=youtube (the referral platform) and utm_campaign=sales2023 (the campaign name), separated by an ampersand (&).

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Use UTM parameters in tracking links (e.g., ?utm_source=youtube&utm_campaign=campaignName) to accurately track candidate sources in Advanced Analytics from external platforms like YouTube."

* Reasoning: Posted on YouTube, this link (e.g., https://jobs.bestrun.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023) directs to the Sales Jobs page and logs

"youtube" as the source in AA, allowing "Best Run" to measure campaign success. The syntax adheres to UTM standards (source,

medium, campaign), with medium optional here.

* Practical Example: For "Best Run," embedding this in a YouTube video description shows 100 clicks from YouTube in AA by March 10, 2025.

* Option A (https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023): Incorrect.

"Sales" has a typo (likely meant "Sales"), and "Qutm_source" is invalid (should be ?utm_source); this breaks tracking.

* Option B (https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube): Incorrect. The ampersand (&) before utm_source is wrong; it should start with ? after the page URL, invalidating the parameters.

* Option D (https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023): Incorrect.

Missing utm_source limits tracking to campaign only, omitting the YouTube origin.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Tracking Links).

NEW QUESTION # 29

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 uses metadata to help ensure that jobs and pages are search engine-friendly.
- B. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
- C. The jobs posted to CSB sites are accessible to website crawlers.
- D. A new site map is created and delivered to Google and Bing weekly.
- E. CSB automatically populates hidden text on every page with the keywords provided in the metadata.

Answer: A,B,C

NEW QUESTION # 30

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Create content type links in the header under About Us that link to the three internal pages.
- B. Enable the About Us link in the header that is provided with all CSB sites.
- C. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- D. Create category type links in the header under About Us that link to the three internal pages.
- E. Create a list type link in the header named About Us.

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Configuring header links in CSB:

* Option A (Create content type links in the header under About Us that link to the three internal pages): Correct. Content pages (e.g., "About Us - Team") are linked as content type links in the header.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."

* Option B (Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site): Correct. External links open corporate pages in a new tab/session.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."

* Option C (Create a list type link in the header named About Us): Correct. A list type link groups the internal and external links under a dropdown labeled "About Us."

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."

* Option D (Create category type links): Incorrect. Category links are for job listings, not content pages.

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

NEW QUESTION # 31

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Site banner
- **B. Colors**
- C. Social share
- **D. Headers**
- **E. Footers**

Answer: B,D,E

NEW QUESTION # 32

How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site? Note: There are 3 correct answers to this question.

- **A. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.**
- B. System text translations are only possible for the site's default language.
- C. System text translations are made from Career Site Builder > Global Settings.
- **D. System text is translated when the locale is enabled.**
- **E. System text translations can be changed from Career Site Builder > Tools > Translations.**

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Defaulted/system text (e.g., "Search Jobs" on the search bar) in Career Site Builder (CSB) is managed separately from customer-specific content, requiring specific translation methods. Let's analyze:

* Option A (System text translations are exported from the Stage site and imported to Production separately): Correct. This controlled process ensures system text consistency across environments.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "System text translations are exported from the Stage environment as an XML file and imported into Production separately from other site imports, allowing precise management of default text across environments."

* Reasoning: In CSB > Tools > Export, export Stage's system text (e.g., "Rechercher des emplois" for fr_FR), edit in a tool like Notepad++, then import to Production via CSB > Tools > Import.

This avoids content overwrite.

* Practical Example: For "Best Run," exporting Stage's fr_FR "Search" and importing to Production updates careers.bestrun.com

* Option B (System text is translated when the locale is enabled): Correct. Enabling a locale applies SAP's default translations automatically.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a new locale is enabled in CSB, system text such as search bar labels is automatically translated based on SAP's standard translations for that language."

* Reasoning: Enabling fr_FR in CSB > Settings > Locales changes "Search Jobs" to "Rechercher des emplois" using SAP's library, though custom tweaks may follow.

* Practical Example: Adding es_ES translates "Apply" to "Solicitar" instantly.

* Option C (System text translations can be changed from Career Site Builder > Tools > Translations): Correct. This tool allows manual overrides of system text.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Administrators can modify system text translations directly in CSB > Tools > Translations, overriding default translations for elements like the search bar or buttons."

* Reasoning: Changing "Search Jobs" to "Find Your Role" in en_US for branding is done here, editable per locale.

* Practical Example: "Best Run" adjusts "Submit" to "Send Application" in fr_FR.

* Option D: Incorrect. Translations apply to all enabled locales, not just the default.

* Option E: Incorrect. Global Settings manage design, not text translations.

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

NEW QUESTION # 33

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