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SAP C-THR84-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q39-Q44):

NEW QUESTION # 39

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. 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.
- **B. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.**
- **C. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.**
- D. Populating the Meta Keywords field is much more important than using keywords in the page content.

Answer: B,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 # 40

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Content page
- B. Map page
- C. Landing page
- D. Category page

Answer: D

NEW QUESTION # 41

Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- B. The Apply Now button should be present only at the bottom of the job page.
- C. Some layouts will have one column, some will have two columns, and some will have three columns.
- D. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- E. Regardless of the number of columns used, the search bar must span across the top of all job pages.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Custom Layouts Editor in CSB with the Unified Data Model (UDM) allows tailored job page displays to meet diverse customer needs. Let's break it down:

* Option A (Different fields from the job requisition template can be used to define the layout rules for the different job layouts):

Correct. Layout rules can be based on requisition fields (e.g.,

"Department" = "Sales" triggers a two-column layout).

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "In the Custom Layouts Editor, administrators can define layout rules using fields from the job requisition template, such as department or job type, to apply different layouts to specific job categories."

* Reasoning: In CSB > Custom Layouts Editor, mapping "Department" to a rule (e.g., Sales = 2 columns, Tech = 3 columns) tailors displays. This leverages UDM's field mapping from Admin Center > Setup Recruiting Marketing Job Field Mapping.

* Practical Example: For "Best Run," a "Sales" job uses a layout with skills on the left, while a

"Tech" job adds a third column for certifications.

- * Option B (The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout): Correct. The default layout serves as a fallback or intentional override.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The default job layout can be applied to specific jobs in the Custom Layouts Editor, overriding layout rules if needed, to ensure flexibility in presentation."
- * Reasoning: A job matching a "Sales" rule can manually use the default layout (e.g., one column) for consistency, configured in CSB > Job Layouts > Exceptions.
- * Practical Example: "Best Run" sets a "Manager" job to the default despite a "Sales" rule, verified in a test job page.
- * Option E (Some layouts will have one column, some will have two columns, and some will have three columns): Correct. Column flexibility supports varied designs.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Custom Layouts Editor supports configuring layouts with one, two, or three columns, allowing varied presentations based on customer requirements."
- * Reasoning: A one-column layout lists details vertically, a two-column splits job info and apply, and a three-column adds skills-configured in CSB > Layouts > Column Settings.
- * Practical Example: "Best Run" uses one column for mobile, two for desktop, and three for detailed roles.
- * Option C: Incorrect. The search bar's position is a global setting in Global Styles, not layout-specific.
- * Option D: Incorrect. The Apply Now button's placement (top/bottom) is configurable per layout, not fixed.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Administration Guide (Custom Layouts).

NEW QUESTION # 42

Based on leading practices, which of the following page types can contain job listings?

- A. Content page
- B. Home page
- C. Landing page
- D. Category page

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In CSB, page types serve distinct purposes:

* Option C (Category page): Correct. Category pages are designed to display job listings grouped by criteria (e.g., department, location), a leading practice for job visibility.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category pages are the primary page type for displaying job listings, allowing candidates to browse jobs filtered by categories such as job type or location, per leading practices."

* Option A (Content page): Incorrect. Content pages (e.g., "About Us") provide static information, not job listings.

* Option B (Home page): Incorrect. The home page may feature select jobs (e.g., featured jobs), but it's not primarily for listings.

NEW QUESTION # 43

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

Answer: A,D

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

* Option C (Check the field mapping): Incorrect. Field mapping affects job data, not user sync, which uses predefined user fields.

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