

# SAP C\_THR84\_2505 Exam Preparation Material



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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q20-Q25):

NEW QUESTION # 20

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

**Answer: A,D**

#### NEW QUESTION # 21

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may see different headers and footers.
- B. Internals and externals may see different page components.
- C. Internals and externals may see different job layouts.
- D. Internals and externals may be able to apply to different jobs.

**Answer: B,C**

#### NEW QUESTION # 22

Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the content dropdown menu in the header
- B. Within the category dropdown menu in the header
- C. Within the Top Job Searches link in the footer
- D. Within the Featured Jobs component

**Answer: B,D**

#### NEW QUESTION # 23

Which of the following are prerequisites for enabling ?

□

- A. A career site built with Career Site Builder
- B. SAP SuccessFactors Onboarding
- C. SAP SuccessFactors Recruiting Posting
- D. Advanced Analytics in SAP SuccessFactors Recruiting

**Answer: A**

#### NEW QUESTION # 24

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note: There are 2 correct answers to this question.

- A. Recommend that your customer opt-in for the Organic Network.
- B. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- C. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- D. Add a campaign code to all XML job feeds that you create for your customer.

**Answer: B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Tracking candidates from a corporate site to CSB requires source attribution for accurate reporting in Advanced Analytics. Let's detail the necessary actions:

- \* Option A (Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site): Correct. Backlinks with UTM parameters (e.g., ?source=corporate) enable tracking of candidate origins.

- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Provide source-coded backlinks (e.g., careers.company.com/?source=corporate) to the customer for placement on their corporate site, allowing Advanced Analytics to report on candidates arriving from these links."

- \* Reasoning: Replacing www.bestrun.com/careers with careers.bestrun.com/?source=corp tracks referrals. The consultant provides a link template (e.g., careers.bestrun.com/?

utm\_source=corporate&utm\_medium=web&utm\_campaign=referral) for the customer to implement on their site.

- \* Practical Example: For "Best Run," the customer updates www.bestrun.com/careers to the coded link, and AA shows 50 candidates from this source in March 2025.

- \* Option D (Submit the Referral Engine Task support ticket after moving your customer's CSB site to production): Correct. The Referral Engine enhances tracking of external referrals, requiring a support ticket for activation.

- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "After moving the CSB site to production, submit the Referral Engine Task support ticket to enable advanced tracking of candidate referrals from external sites, such as the corporate website, in reporting tools."

- \* Reasoning: Post-production (e.g., March 1, 2025), the consultant submits a ticket via the SAP Support Portal, requesting Referral Engine setup. This backend feature processes referral data for AA.

- \* Practical Example: For "Best Run," the ticket activates tracking, and a report shows 75% of referrals from www.bestrun.com

- \* Option B (Recommend that your customer opt-in for the Organic Network): Incorrect. The Organic Network is unrelated to corporate site tracking; it's for organic search optimization.

- \* Option C (Add a campaign code to all XML job feeds): Incorrect. XML feeds track job board sources, not corporate site referrals.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide; Career Site Builder Administration Guide.

## NEW QUESTION # 25

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