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## C\_THR84\_2505 Valid Exam Forum, C\_THR84\_2505 Test Study Guide

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### SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q11-Q16):

### NEW QUESTION # 11

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. 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. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.

**Answer: C,D**

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 # 12

What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.
- B. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.
- C. After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- D. Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Mapping candidate statuses for Advanced Analytics (AA) ensures accurate reporting:

\* Option C (With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail): Correct.

Unmapped statuses disrupt data sync via OData, causing failures unless explicitly excluded (e.g., obsolete statuses).

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When running the OData integration for Advanced Analytics, all active statuses must be mapped; unmapped statuses, with limited exceptions such as system-default exclusions, will cause the synchronization process to fail."

\* Option D (Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline): Correct. AA requires data to validate mappings, ensuring statuses reflect real pipeline activity.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Status mappings for Advanced Analytics can only be finalized

when candidate data exists in the Talent Pipeline for each status, allowing the system to validate and apply the mappings accurately."

\* Option A: Incorrect. Mappings are managed in Admin Center, not Command Center, and edits aren't session-restricted.

### NEW QUESTION # 13

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined by selecting multiple values for the fields.
- B. Categories can be defined using Keyword or Location.
- C. Categories can be defined using a maximum of one filter field.
- D. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- E. Categories can be defined using objects or picklists from the job requisition template.

**Answer: A,B,E**

### NEW QUESTION # 14

Which of the following are prerequisites for enabling ?

□

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

**Answer: C**

### NEW QUESTION # 15

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. Populate the title text for each link.
- B. If blue text is used on the site, ensure that it's always used to represent links.
- C. When a user clicks on the link, immediately display what the user expects to see.
- D. All external links from the career site should open in the same browser window.
- E. Include multiple links to the customer's corporate site.

**Answer: A,B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:

\* Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.

\* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."

\* Reasoning: On careers.bestrun.com, a link `<a href="/sales" title="View Sales Jobs">Sales</a>` helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.

\* Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.

\* Option D (When a user clicks on the link, immediately display what the user expects to see):

Correct. Links must meet user expectations for trust and efficiency.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."

\* Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.

\* Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.

\* Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct.

Consistent styling signals interactivity.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it

consistently across the site to signal clickable elements to candidates."

\* Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.

\* Practical Example: "Best Run" uses blue for all links, tested for uniformity.

\* Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.

\* Option C: Incorrect. External links typically open in new tabs for UX, configured with target="\_blank".

## NEW QUESTION # 16

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