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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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 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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q46-Q51):

NEW QUESTION # 46

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Functional consultant or customer
- B. Professional Services
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Consultant submits a request through the SAP Support Portal

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:

* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."

* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.

* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post-launch, then the customer's marketing team monitors crawl status weekly.

* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.

* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.

* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 47

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- B. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- C. The customer maintains their own career site in addition to the CSB career site.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A fully hosted CSB site is managed by SAP, serving as the primary career platform. Let's detail its key features:

* Option B (All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site): Correct. CSB consolidates job listings, benefits, and culture details in one hosted platform.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A fully hosted CSB site displays all available job listings and supplementary employment information, such as benefits and culture, serving as the central hub for candidate career exploration."

* Reasoning: On careers.bestrun.com, candidates find "Software Engineer" jobs, "Health Benefits" info, and "Our Culture" content, all managed by SAP, reducing customer hosting needs.

* Practical Example: For "Best Run," the site includes a "Why Join Us" section alongside job listings, verified in production.

* Option D (When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site): Correct. CSB is the designated career destination.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "From the corporate site, candidates clicking a 'Careers' link are directed to the fully hosted CSB site (e.g., careers.company.com), which handles all job-related interactions."

* Reasoning: A link from www.bestrun.com/careers to careers.bestrun.com leverages SAP's hosting, ensuring a seamless transition.

* Practical Example: "Best Run" updates www.bestrun.com to redirect to careers.bestrun.com, tested post-launch.

* Option A: Incorrect. Links go to CSB, not an ATS directly, which is backend.

* Option C: Incorrect. "Fully hosted" implies CSB replaces separate career sites.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Hosted Features).

NEW QUESTION # 48

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- B. SSL certificates must be installed for both the stage and production CSB environments.
- C. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- D. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- E. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.

Answer: A,C,E

NEW QUESTION # 49

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- B. Determine when the CSB site went live by running the App Status Audit Trail Report.
- C. Backload the previous data by running Get Data One Time.

- D. Determine when the CSB site went live by generating a date-based report.
- E. Map to ATS Capture statuses that are no longer in use.

Answer: B,C,E

NEW QUESTION # 50

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. The customer translated HTML tags and tokens in the locale columns of the configuration workbook.
- B. The customer requested changes to the localization of system text in Career Site Builder.
- C. The customer has NOT approved the default locale.
- D. Google Translate did NOT contain all of the terms in the text for your customer's site.
- E. The consultant did NOT include all of the text for the default locale in the configuration workbook.

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Localization in CSB involves translating site content for different locales:

- * Option B (The customer translated HTML tags and tokens in the locale columns of the configuration workbook): Correct. Translating tags/tokens (e.g., <p>, {jobTitle}) corrupts the workbook, delaying processing as they must remain untranslated.
 - * SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "HTML tags and tokens in the configuration workbook must not be translated; translating these elements will cause errors and delay the localization process."
 - * Option C (The customer has NOT approved the default locale): Correct. The default locale (e.g., en_US) must be approved first, as it's the baseline for translations, causing delays if pending.
 - * SAP Documentation Excerpt: From the Localization Guide: "Approval of the default locale is required before additional locales can be processed, as it serves as the reference point for all translations."
 - * Option E (The consultant did NOT include all of the text for the default locale in the configuration workbook): Correct. Missing default text prevents complete translation, stalling the process.
 - * SAP Documentation Excerpt: From the Localization Guide: "The consultant must ensure all text for the default locale is included in the configuration workbook; omissions will delay the localization timeline."
 - * Option A (Google Translate did NOT contain all of the terms): Incorrect. Google Translate isn't an official SAP tool for CSB localization; delays stem from process errors, not external tools.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 51

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