

# SAP C\_THR84\_2505 Web-Based Practice Exam Software



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

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<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>
Topic 4	<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 5	<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 6	<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 7	<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 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 9	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q50-Q55):

### NEW QUESTION # 50

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- B. The steps to implement Advanced Analytics must be completed over two or more days.
- C. Advanced Analytics can be implemented when the applicant status set is created.
- D. Implement Advanced Analytics immediately following the Career Site Builder site go-live.

**Answer: C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) in Recruiting provides insights into candidate sourcing and pipeline:

\* Option C (Implement Advanced Analytics immediately following the Career Site Builder site go-live): Correct. Implementing AA post-CSB go-live ensures data collection starts early, maximizing historical insights, a best practice in SAP guides.

\* Option D (Advanced Analytics can be implemented when the applicant status set is created):

Correct. AA relies on applicant statuses (e.g., "Applied," "Hired"); implementing it when statuses are defined ensures data mapping readiness.

\* Option A (The steps to implement Advanced Analytics must be completed over two or more days)

: Incorrect. Timing isn't mandated; it depends on complexity, not a fixed multi-day rule.

### NEW QUESTION # 51

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Duplicate the page from the base locale and enter the translations on the duplicated pages.
- B. Create a new header and footer for each translated page.
- C. Export the default language to an XML file, enter the translations, and import.
- D. Enter the translations into the Translations menu in CSB.

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:

\* Option B (Export the default language to an XML file, enter the translations, and import):

Correct. This bulk translation method streamlines the process for multiple pages or fields.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."

\* Reasoning: In CSB > Tools > Export, export the default locale (e.g., en\_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr\_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.

\* Practical Example: For "Best Run," exporting en\_US content, translating "Join Us" to "Rejoignez-nous," and importing updates all relevant pages.

\* Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual method allows page-specific customization for unique content.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and enter translations directly on the duplicated pages as a flexible method for customer-specific content."

\* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en\_US"), create "About Us - fr\_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.

\* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to "Assurance sante" tailors the page.

\* Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.

\* Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"), not customer-specific content, which uses B or C.

### NEW QUESTION # 52

Which of the following apply to the candidate's search experience when the Google Map integration and the Unified Data model are enabled? Note: There are 2 correct answers to this question.

- A. Administrators can customize the color of the list and map icons.
- B. Administrators CANNOT customize the Google map component outside of Career Site Builder settings.
- C. Candidates will only see the map view of their search results.
- D. Candidates can toggle between a list view and a map view of their search results.

**Answer: A,D**

### NEW QUESTION # 53

Which of the following are included in a standard Recruiting statement of work? Note: There are 3 correct answers to this question.

- A. Configure one job layout.
- B. Configure one custom XML feed.
- C. Enable Mobile Apply.
- D. Configure one standard XML feed.

- E. Configure 20 Category or Content pages.

**Answer: A,D,E**

#### NEW QUESTION # 54

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- B. The SSL certificate has NOT yet been created.
- C. You exported Site Settings from stage but did NOT update values in the XML file
- D. The Job Alert Email Template has NOT been configured in the CSB stage environment.
- E. SAP SuccessFactors has released code to preview, but NOT yet to production.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Moving CSB from stage to production requires readiness:

\* Option A (The SSL certificate has NOT yet been created): Correct. An SSL certificate is mandatory for secure production access.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "An SSL certificate must be created and installed before moving the CSB site to production to ensure secure candidate access via HTTPS."

\* Option B (The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production): Correct. Key integrations like Real Time Job Sync must be production-ready.

\* SAP Documentation Excerpt: From the Implementation Handbook: "Site setup steps, including Real Time Job Sync configuration, must be completed in the production environment prior to the CSB site move to ensure functionality."

\* Option C (SAP SuccessFactors has released code to preview, but NOT yet to production): Correct.

Code misalignment between environments blocks the move.

\* SAP Documentation Excerpt: From the Implementation Handbook: "If SAP SuccessFactors has released code to the preview environment but not yet to production, the CSB site move will be prevented until environments are synchronized."

\* Option D: Incorrect. Job Alert templates are configurable post-move if needed.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook.

#### NEW QUESTION # 55

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