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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Career Site Design and Accessibility: This section of the exam measures skills of implementation consultants and includes topics related to user interface design and ensuring that the career site is accessible across devices and for all user groups. The emphasis is on best practices in usability and compliance.
Topic 2	• Job Delivery: This section of the exam measures skills of implementation consultants and addresses how job postings are distributed to the career site and external job boards. It also includes monitoring and troubleshooting delivery status.
Topic 3	• Candidate Experience Overview and Project Kickoff: This section of the exam measures skills of implementation consultants and covers the foundational understanding of the candidate experience within SAP SuccessFactors. It includes preparing for a project kickoff, clarifying scope, and identifying critical configurations early in the implementation lifecycle.
Topic 4	• Career Site Builder Pages and Components: This section of the exam measures skills of implementation consultants and deals with configuring and organizing pages within Career Site Builder. It includes adding and modifying components such as headers, footers, images, and dynamic content blocks.
Topic 5	• Site Setup: This section of the exam measures skills of HRIS analysts and focuses on the initial setup of the career site. It involves basic configurations that lay the groundwork for all candidate-facing components within the system.
Topic 6	• Candidate Relationship Management: This section of the exam measures skills of implementation consultants and focuses on tools used to engage passive candidates and manage talent pipelines. It includes setting up campaigns, templates, and workflows to improve long-term recruiting outcomes.
Topic 7	• Move to Production: This section of the exam measures skills of HRIS analysts and relates to finalizing the site build and preparing it for live deployment. It includes validation, environment checks, and readiness reviews for go-live.
Topic 8	• Configure Locales: This section of the exam measures skills of implementation consultants and involves enabling and managing multiple languages for the career site. It ensures localized content is correctly displayed to candidates based on their preferred or default language settings.
Topic 9	• Career Site Builder Global Settings and Global Styles: This section of the exam measures skills of HRIS analysts and covers the configuration of global settings and styles that define the site's look and feel. It involves managing branding elements such as fonts, colors, and layouts that apply across all pages.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q65-Q70):

NEW QUESTION # 65
Candidate Relationship Management
Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold, Store Size, and Location. What are the steps to achieve this use case? Note: There are 3 correct answers to this question.

- A. Ensure that the location foundation object is enabled and that all required locations have been created.
- B. Edit the talent pool and select values for the additional attributes.
- C. Create custom generic objects for Goods Sold and Store Size.
- D. When naming the talent pool, list all of the attributes and their values.
- E. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.

Answer: A,B,C

Explanation:
To achieve this use case, you need to do the following:
Create custom generic objects for Goods Sold and Store Size in the Metadata Framework (MDF). These objects will store the values for the attributes of the stores. You also need to create associations between these objects and the standard Location Foundation Object.
Ensure that the location foundation object is enabled and that all required locations have been created in the Manage Data tool. You also need to assign values for Goods Sold and Store Size to each location.
Edit the talent pool and select values for the additional attributes. You can use the standard filter fields in SAP SuccessFactors HXM Suite to filter candidates by location, and then use the custom filter fields to filter candidates by Goods Sold and Store Size. You can also name the talent pool according to the attributes and their values.
Reference:
SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Talent Pools SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%

NEW QUESTION # 66
Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder?Note: There are 3 correct answers to this question.

- A. Custom third-party chatbots
- B. Custom third-party cascading style sheets (CSS)
- C. Custom third-party libraries
- D. Custom third-party analytics for tracking purposes
- E. Custom third-party survey tools

Answer: A,D,E

Explanation:
Career Site Builder allows you to add custom JavaScript code to your career site for various purposes, such as enhancing the functionality, appearance, or interactivity of your site. However, not all types of JavaScript code are supported or recommended by SAP SuccessFactors. According to the Career Site Builder Implementation Guide, the following types of JavaScript code are acceptable:
Custom third-party survey tools: You can use JavaScript code to embed survey tools from third-party providers, such as SurveyMonkey or Qualtrics, to collect feedback from your site visitors or candidates.
Custom third-party analytics for tracking purposes: You can use JavaScript code to integrate analytics tools from third-party providers, such as Google Analytics or Adobe Analytics, to track and measure the performance of your site, such as traffic, conversions, or bounce rate.
Custom third-party chatbots: You can use JavaScript code to add chatbots from third-party providers, such as Drift or Intercom, to provide live chat support or guidance to your site visitors or candidates.
The following types of JavaScript code are not acceptable:
Custom third-party cascading style sheets (CSS): You cannot use JavaScript code to inject CSS styles from third-party sources, as this may cause conflicts or inconsistencies with the existing styles of your site. You should use the Global Styles feature of Career Site Builder to customize the appearance of your site elements, such as fonts, colors, or layouts.
Custom third-party libraries: You cannot use JavaScript code to load external libraries from third-party sources, such as jQuery or Bootstrap, as this may cause compatibility issues or performance degradation of your site. You should use the built-in components and features of Career Site Builder to create and manage your site content, such as pages, headers, footers, or widgets.
Reference:
Career Site Builder Implementation Guide: This document provides detailed information on how to configure and use Career Site Builder to create and maintain your career site, including how to add custom JavaScript code to your site.

NEW QUESTION # 67
Your customer is planning to host a virtual job fair to connect with potential candidates who have experience in the medical industry. You create a Candidate Profile Extension field with an associated picklist.
Where will you add this field so that candidates can complete it during the job fair even if they do NOT apply for a job?

- A. Add the field to a data capture form.
- B. Add the field to the Candidate Profile template.
- C. Add the field to the Application template.

- D. Add the field to the Create an Account page.

Answer: A

NEW QUESTION # 68
Career Site Design and Accessibility
What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Carefully review the site's code to look for issues with tagging and other elements.
- B. Ask people with disabilities to test the site.
- C. Ask people in your IT department to test the site.
- D. Review the site using assistive technology such as a screen reader like JAWS or NVDA.
- E. Use an online accessibility checker, such as WAVE, to test the site.

Answer: B,D,E

Explanation:
Option A is correct because asking people with disabilities to test the site is a leading practice to ensure that the website is accessible. People with disabilities can provide valuable feedback and insights on how the site works for them, what barriers or challenges they face, and what improvements can be made to enhance their user experience1.
Option B is incorrect because asking people in your IT department to test the site is not a sufficient practice to ensure that the website is accessible. People in your IT department may not have the expertise or the perspective of people with disabilities, and they may not be able to identify or address all the accessibility issues that may arise on the site1.
Option C is correct because using an online accessibility checker, such as WAVE, to test the site is a leading practice to ensure that the website is accessible. An online accessibility checker is a tool that can automatically scan and evaluate the site for common accessibility errors, such as missing alt text, low contrast, broken links, and invalid code. It can also provide suggestions and recommendations on how to fix the errors and improve the site's accessibility2.
Option D is correct because reviewing the site using assistive technology such as a screen reader like JAWS or NVDA is a leading practice to ensure that the website is accessible. A screen reader is a software that converts text and images on the screen into speech or braille output for people who are blind or have low vision. Reviewing the site using a screen reader can help you understand how the site is perceived and navigated by people who rely on this technology, and what issues or difficulties they may encounter on the site.
Option E is incorrect because carefully reviewing the site's code to look for issues with tagging and other elements is not a reliable practice to ensure that the website is accessible. While reviewing the site's code can help you check for some technical aspects of accessibility, such as semantic markup, headings, labels, and roles, it cannot guarantee that the site is accessible for all users and devices. Accessibility is not only about code, but also about design, content, functionality, and usability1.
Reference:
1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification
2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning
3: Web Accessibility Evaluation Tools List | W3C
4: WAVE Web Accessibility Evaluation Tool
[5]: Screen Readers | WebAIM

NEW QUESTION # 69
Which of the following are leading practices regarding the Source Tracker functionality?Note: There are 3 correct answers to this question.

- A. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- B. When setting up the Source Tracker for your customer, always enable all possible sources.
- C. Enable your customer's Source Tracker options from Command Center.
- D. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- E. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.

Answer: A,C,E

Explanation:

The Source Tracker functionality allows you to track the effectiveness of your sourcing channels and campaigns by generating unique tracking links for each job posting. These links can be used to manually post jobs on external sites, such as social media, job boards, or email campaigns. The tracking links capture the source of the candidates who apply through them, and enable reporting in Advanced Analytics for manually posted jobs. You can generate tracking links from Recruiting > Source Tracker > Campaign URL Builder, where you can select the job requisition, the source, and the campaign name. You can also enable your customer's Source Tracker options from Command Center, where you can configure the default source, the source expiration, and the source attribution. You can also edit the sources that are available to select from the Site Source Editor. You should not enable all possible sources, as this may cause confusion and inaccurate data. You should only enable the sources that are relevant and useful for your customer. If a source that the customer requests is not available to enable in the Site Source Editor, you can submit a support ticket to request that the source be created. Reference:
SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP SuccessFactors Recruiting: Candidate Experience Academy
[Reviewing the Candidate Experience in SAP SuccessFactors Recruiting]

NEW QUESTION # 70

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