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SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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.
Topic 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q10-Q15):

NEW QUESTION # 10

Career Site Design and Accessibility

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

Answer: B,C

Explanation:

When internal career site is enabled, you can configure different settings and content for internal employees and external candidates on your Career Site Builder site. This allows you to tailor the candidate experience based on the audience and the business needs. Some of the differences that can be applied are:

Internals and externals may be able to apply to different jobs: You can set up job requisitions to be visible only to internal employees, only to external candidates, or to both. This way, you can control who can view and apply to certain jobs based on their eligibility and suitability. You can also set up different application processes and forms for internals and externals, such as requiring different information or documents, or enabling different integrations or assessments.

Internals and externals may see different page components: You can create different page components for internal employees and external candidates, such as banners, videos, testimonials, or forms. You can also assign different page components to different pages based on the audience, such as showing different messages or images on the home page, category page, or job details page. This way, you can customize the look and feel of your site and provide relevant and engaging content for each group.

Internals and externals may see different headers and footers: This is not a correct answer, because the header and footer settings are global and apply to the entire site, regardless of the audience. You cannot create or assign different headers and footers for internal employees and external candidates. However, you can use the header and footer components to display different links or menus based on the audience, such as showing different career site pages, external sites, or internal resources.

Internals and externals may see different job layouts: This is not a correct answer, because the job layout settings are also global and apply to the entire site, regardless of the audience. You cannot create or assign different job layouts for internal employees and external candidates. However, you can use the job layout components to display different information or actions based on the audience, such as showing different job details, apply buttons, or share options. Reference

NEW QUESTION # 11

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

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

Answer: A

NEW QUESTION # 12

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from an email campaign.
- B. Add from the Applicant Workbench.
- C. Auto-populate from a saved search.
- D. Add from a Candidate Search.
- E. Candidates can add themselves.

Answer: B,C,D

NEW QUESTION # 13

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site? Note: There are 2 correct answers to this question.

- A. <company>.careers.com
- B. jobs.<company>.com
- C. careers.<company>.com
- D. <company>.com/jobs

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation: In SAP SuccessFactors Recruiting: Candidate Experience, the Career Site Builder (CSB) is designed to create branded, SEO-friendly career sites. The recommended naming convention for subdomains aligns with usability, branding, and search engine optimization (SEO) best practices. Options B (jobs.<company>.com) and C (careers.<company>.com) are widely recognized as standard conventions because:

* Subdomain Structure: Using "jobs" or "careers" as a prefix to the company's primary domain (e.g., jobs.company.com or careers.company.com) clearly indicates the purpose of the site, enhancing user experience and SEO visibility.

* SEO Benefits: Search engines like Google prioritize descriptive and relevant subdomains, making it easier for candidates to find the career site when searching for job opportunities at the company.

* Scalability: These formats allow flexibility for multi-brand or multilingual setups (e.g., careers.us).

company.com).

* Option A (<company>.com/jobs): This is a subdirectory, not a subdomain. While functional, it's less recommended because it ties the career site to the main corporate domain structure, potentially complicating branding separation or site hosting configurations.

* Option D (<company>.careers.com): This implies a separate domain (e.g., companycareers.com), which is less common and not a subdomain of the primary company domain. It's not a best practice unless the company owns a unique domain specifically for careers, which is rare. SAP documentation, such as the Career Site Builder Administration Guide, emphasizes subdomain setups like B and C for consistency and integration with Recruiting Marketing features. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (latest version as of Q1 2025).

NEW QUESTION # 14

Which of the following is NOT one of the five standard statuses that are displayed in Advanced Analytics?

- A. Apply Complete
- B. Interviewed
- C. Offer Made
- D. Forwarded

Answer: D

NEW QUESTION # 15

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