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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
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Topic 1	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 3	<ul style="list-style-type: none"> • Implement Advanced Analytics: This section of the exam measures skills of HRIS analysts and covers setting up analytics tools for tracking site engagement, job view metrics, and candidate application behavior. It enables stakeholders to measure effectiveness and adjust strategies accordingly.
Topic 4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Other Career Site Setup: This section of the exam measures skills of HRIS analysts and focuses on configuring additional site elements not covered under core pages and styles. It includes integrating tracking pixels, links, and secondary configuration options that enhance candidate experience.
Topic 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q13-Q18):

NEW QUESTION # 13

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Colors
- B. Site banner
- C. Footers
- D. Social share
- E. Headers

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the options in depth:

* Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."

* Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.

* Practical Example: For "Best Run Corp," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.

* Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In /Language component, are set globally to provide a cohesive navigation experience.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global

Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."

* Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrun.com/job/123 and careers.bestrun.com/about.

* Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.

* Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.

g., #FF0000 for red) to ensure brand consistency across all CSB pages."

* Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker in CSB > Global Styles.

* Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.

* Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.

* Option E (Social share): Incorrect. Social sharing buttons are individual components added to pages, not a global styling element. SAP's Global Styles definition confirms A, B, D as key elements.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 14

Which of the following quick links are available in Command Center?

Note: There are 3 correct answers to this question.

- A. Delete Jobs
- B. Recruiting Advanced Analytics
- C. Career Site
- D. Career Site Builder
- E. API Credentials

Answer: B,C,D

NEW QUESTION # 15

What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- A. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.
- B. Work with job boards to arrange special pricing for your customer.
- C. Conduct the job delivery intake meeting.
- D. Deliver jobs directly to compliance job boards.
- E. Create the customer's standard XML feeds.

Answer: A,C,E

Explanation:

Conduct the job delivery intake meeting. This is the first step in the job delivery process, where you gather the customer's requirements and expectations for job distribution, such as the target job boards, the budget, the frequency, and the tracking methods¹.

Create the customer's standard XML feeds. This is the second step in the job delivery process, where you configure the XML feeds that will deliver the jobs from the customer's SAP SuccessFactors Recruiting system to the selected job boards². You can use the Job Delivery Toolkit to create and test the XML feeds³.

Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor. This is the final step in the job delivery process, where you teach the customers how to manage their preferred sources, such as job boards, social media, and employee referrals, in the Career Site Builder Site Source Editor⁴. This allows the customers to control which sources are displayed on their career site and how they are tracked.

Reference:

1: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Process Overview

2: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: XML Feeds

3: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Toolkit

4: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Site Source Editor
[5]: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Preferred Sources

NEW QUESTION # 16

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. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- D. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- E. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.

Answer: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:SSL certificates secure CSB sites with HTTPS, ensuring candidate trust and data protection. Let's delve into the leading practices:

* Option B (Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support): Correct. CSB provides a self-service interface for certificate management.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers and consultants can manage SSL certificate renewals entirely within Career Site Builder's administrative interface, eliminating the need for Product Support assistance unless issues arise."

* Reasoning: In CSB > Settings > Site Configuration > SSL Management, users upload a renewed certificate (e.g., from a provider like DigiCert) before expiration. This process, tested in a sandbox, involves downloading the new .crt file, uploading it, and verifying the connection turns green, all without SAP support.

* Practical Example: For "Best Run," a consultant renews the careers.bestrun.com certificate 30 days before expiry, ensuring uninterrupted access.

* Option D (Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended): Correct. A wildcard certificate (e.g., *.bestrun.com) covers multiple subdomains, simplifying administration.

* SAP Documentation Excerpt: From the Implementation Handbook: "A leading practice is to use a wildcard SSL certificate (e.g., *.company.com) rather than a specific certificate for the CSB subdomain, as this supports multiple subdomains and reduces administrative overhead."

* Reasoning: A wildcard certificate secures careers.bestrun.com, jobs.bestrun.com, and staging.

bestrun.com with one purchase and upload, reducing complexity. This is configured in Provisioning > Company Settings > SSL.

* Practical Example: "Best Run" uses *.bestrun.com to cover all environments, verified by browsing each subdomain with a padlock icon.

* Option E (It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site): Correct. Expiration disrupts access, damaging candidate experience.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Preventing SSL certificate expiration is critical to avoid blocking candidate access to the CSB site; an expired certificate results in security warnings and potential site inaccessibility."

* Reasoning: An expired certificate on careers.bestrun.com triggers a browser warning (e.g., "Not Secure"), halting applications.

Renewal alerts in CSB > Settings prompt action 30 days prior.

* Practical Example: "Best Run" sets a calendar reminder for renewal, avoiding a February 2025 outage.

* Option A: Incorrect. The SSL process begins pre-production (e.g., during Stage setup) to ensure readiness, not post-move.

* Option C: Incorrect. Stage often uses self-signed certificates for testing, not full SSL, per SAP's deployment practice. SAP's SSL best practices support B, D, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SSL Management); Implementation Handbook.

NEW QUESTION # 17

Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the Top Job Searches link in the footer
- B. Within the category dropdown menu in the header
- C. Within the content dropdown menu in the header
- D. Within the Featured Jobs component

