

# 2025 SAP C\_THR84\_2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience–The Best Simulation Questions



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## SAP C\_THR84\_2411 Exam Syllabus Topics:

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

Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

### >> C\_THR84\_2411 Simulation Questions <<

## C\_THR84\_2411 Reliable Test Test, C\_THR84\_2411 Reliable Test Dumps

Most candidates who register for SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C\_THR84\_2411) certification lack the right resources to help them achieve it. As a result, they face failure, which causes them to waste time and money, and sometimes even lose motivation to repeat their SAP C\_THR84\_2411 exam. BraindumpsVCE will solve such problems for you by providing you with C\_THR84\_2411 Questions. The SAP C\_THR84\_2411 certification exam is undoubtedly a challenging task, but it can be made much easier with the help of BraindumpsVCE's reliable preparation material.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):

### NEW QUESTION # 42

Your customer requires a branded career site using the Unified Data Model. What are some of the configuration steps that you must complete?

Note: There are 3 correct answers to this question.

- A. Create a microsite for each brand.
- B. Map the brand field from Setup Recruiting Marketing Job Field Mapping.
- C. Configure a custom Marketing Brand Generic Object.
- D. Create the brands from Manage Data.
- E. Configure the standard Marketing Brand Generic Object.

Answer: A,B,E

### NEW QUESTION # 43

Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- B. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- C. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- D. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Cookie management in CSB complies with privacy laws (e.g., GDPR), allowing candidates to adjust preferences like enabling LinkedIn cookies for features like Apply with LinkedIn. Let's analyze:

\* Option A (The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences): Correct. CSB's Cookie Consent Manager lets candidates revisit and modify settings via a persistent link.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "To allow candidates to modify cookie preferences after their initial choice, configure a link in the header or footer (e.g., 'Cookie Settings') that opens the Cookie Consent Manager, enabling changes such as enabling LinkedIn cookies."

\* Reasoning: If a candidate disables LinkedIn cookies initially, they can't use Apply with LinkedIn (which requires cookies for authentication). A footer link like "Manage Cookies" reopens the manager, where they toggle LinkedIn cookies on.

\* Practical Example: For "Best Run Corp," a footer link `<a href="#" onclick="showCookieConsent()">Cookie Preferences</a>` triggers the manager, allowing "Enable LinkedIn" to be checked.

\* Option B: Incorrect. A home page component to "Accept All Cookies" overrides prior choices but isn't a standard feature and risks non-compliance with opt-in laws.

\* Option C: Incorrect. Preferences are adjustable, not permanent, per SAP's design for flexibility.

\* Option D: Incorrect. The cookie banner appears only on the first visit or after cache clear, not every visit, to avoid annoyance.

\* Why A: SAP mandates a candidate-controlled method to revisit preferences, making A the only compliant, practical solution.

SAP's cookie consent design supports A. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Cookie Consent).

#### NEW QUESTION # 44

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles?

Note: There are 2 correct answers to this question.

- **A. Until CSB Role Based Permission is enabled all users with access to CSB have all permissions in the tool.**
- B. When CSB Role Based Permission is enabled administrators receive a notification that users also need permissions in Admin Center.
- **C. Site setup settings are located within CSB should only be accessed by trained administrators.**
- D. Until CSB Role Based Permission is enabled NO users can access CSB.

**Answer: A,C**

#### NEW QUESTION # 45

What are some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers? Note: There are 2 correct answers to this question.

- **A. Recruiting Posting**
- **B. Automated XML feeds**
- C. Automated OData feeds
- D. Job scrapes

**Answer: A,B**

Explanation:

Some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers are:

Automated XML feeds: This is a method of sending job data from SAP SuccessFactors Recruiting to external job boards or aggregators in a standardized format. XML feeds can be configured to run on a scheduled basis, and can include filters and parameters to control the data that is sent. XML feeds can improve the accuracy, timeliness, and reach of your job postings, and can also enable tracking and reporting of the source of candidates.

Recruiting Posting: This is a feature of SAP SuccessFactors Recruiting that allows you to post jobs to multiple job boards or aggregators with a single click. Recruiting Posting can be accessed from the Job Requisition page, where you can select the channels, countries, and languages for your job postings. Recruiting Posting can save you time and money, and can also provide analytics and insights on the performance of your job postings.

Automated OData feeds and job scrapes are not leading practices to distribute jobs for SAP SuccessFactors Recruiting customers. OData feeds are used to extract data from SAP SuccessFactors Recruiting for reporting or integration purposes, but they are not designed to send job data to external sites. Job scrapes are methods of extracting job data from your career site by external job boards or aggregators, but they are not reliable, secure, or consistent, and they may not capture all the relevant data or reflect the latest changes. Reference:

#### NEW QUESTION # 46

Your customer requires additional Home pages when enabling which of the following elements? Note: There are 2 correct answers to this question.

- A. Maps
- B. Locales
- C. Brands
- D. Site kits

**Answer: B,C**

Explanation:

Your customer requires additional Home pages when enabling brands and locales on their Career Site Builder site. Brands are different identities or subdomains that your customer may have for their career site, such as different divisions, regions, or products. Locales are different languages or regional settings that your customer may have for their career site, such as English, French, or German. When enabling brands and locales, you need to create additional Home pages for each combination of brand and locale, to ensure that the content and layout are consistent and appropriate for each audience. For example, if your customer has two brands, Brand A and Brand B, and two locales, English and French, then you need to create four Home pages:

Home - English - Brand A

Home - English - Brand B

Home - French - Brand A

Home - French - Brand B

Maps and site kits are not elements that require additional Home pages when enabling them on a Career Site Builder site. Maps are components that display the location of your customer's offices or job requisitions on a map. Site kits are templates that provide predefined styles, components, and pages for your career site. You can use maps and site kits on any Home page, regardless of the brand or locale, without creating additional Home pages. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

#### NEW QUESTION # 47

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