

SAP C_THR84_2411 Exam | Exam C_THR84_2411 Quizzes - Instant Download of Reliable C_THR84_2411 Test Sims



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SAP C_THR84_2411 Exam Syllabus Topics:

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

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Pass Guaranteed 2026 Fantastic SAP C_THR84_2411: Exam SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Quizzes

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q74-Q79):

NEW QUESTION # 74

What actions can you take in the Career Site Builder Functions Viewer?

- A. Delete existing functions.
- B. Copy existing functions.
- C. Modify existing functions.
- D. Create new functions.

Answer: A

NEW QUESTION # 75

What are some leading practices to create locales in Career Site Builder?

Note: There are 2 correct answers to this question.

- A. Create the Home page for the locale instead of duplicating it from the default locale.
- B. Use Google Translate to translate text for locales.
- C. Follow the same layout for the localized pages as the default locale.
- D. If the customer requires only one language it is NOT en_US you can change the default locale.

Answer: C,D

NEW QUESTION # 76

Your customer is considering implementing Advanced Analytics.

What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Allows customers to drill into recruiting data such as dates brands job categories
- B. Provides insight into which sources are delivering high-quality candidates
- C. Provides a variety of options for generating graphics to display report results
- D. Allows customers to track direct indirect recruiting costs for job postings
- E. Allows customers to evaluate trends in source performance over time

Answer: B,C,D

NEW QUESTION # 77

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

Answer: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Career Site Builder (CSB) allows JavaScript enhancements to extend functionality, provided they align with SAP's security and compatibility standards.

Let's explore each option in depth:

* Option B (Custom third-party survey tools): Correct. Survey tools (e.g., SurveyMonkey) can be integrated via JavaScript to gather candidate feedback on the CSB site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party survey tools can be added to CSB using JavaScript, enabling customers to collect candidate insights directly on the career site, provided the scripts are properly tested and secure."

* Reasoning: A survey pop-up after a job application enhances user experience by collecting data without altering core CSB functionality.

* Practical Example: Embedding a script like `<script src="https://surveymonkey.com/embed.js"></script>` on a Landing page to ask, "How was your application experience?"

* Option D (Custom third-party chatbots): Correct. Chatbots (e.g., Drift) improve candidate interaction and are supported via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Third-party chatbots can be integrated into CSB using JavaScript to provide real-time candidate support, such as answering FAQs or guiding job searches."

* Reasoning: A chatbot can greet candidates with "Hi! Need help finding a job?"-a common enhancement verified in CSB implementations.

* Practical Example: Adding `<script src="https://drift.com/chat.js"></script>` in CSB's JavaScript editor for live chat on the Home page.

* Option E (Custom third-party analytics for tracking purposes): Correct. Analytics tools (e.g., Google Analytics) track site usage via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party analytics scripts, such as Google Analytics, can be added to CSB to track candidate behavior and site performance, supplementing built-in analytics."

* Reasoning: Tracking page views or click-through rates provides insights beyond Advanced Analytics, a frequent customer need.

* Practical Example: Including `<script async src="https://www.googletagmanager.com/gtag/js?id=G-XXXX"></script>` to monitor traffic on careers.bestrun.com

* Option A (Custom third-party libraries): Incorrect. While technically possible, generic libraries (e.g., jQuery) aren't typically "acceptable" as standalone enhancements unless tied to a specific function (like B, D, E). SAP discourages unnecessary libraries to avoid bloat.

* Option C (Custom third-party cascading style sheets (CSS)): Incorrect. CSS is added via CSB's Global Styles or inline, not JavaScript. JavaScript-based CSS is unsupported and risks conflicts.

* Why B, D, E: These are purpose-driven, candidate-facing enhancements SAP explicitly supports, unlike A (too vague) or C

(wrong method). SAP's JavaScript enhancements support B, D, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (JavaScript Enhancements).

NEW QUESTION # 78

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.
- B. The candidate selects "Hear more about career opportunities" when creating an account.
- C. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.
- D. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- E. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".

Answer: A,B,C

Explanation:

The "Hear more about career opportunities" flag (also called "Consent to Marketing") is a setting that allows candidates to opt-in or opt-out of receiving email campaigns from the customer. Email campaigns are a way of engaging with candidates and informing them about relevant job opportunities, events, or news. The options for enabling the "Hear more about career opportunities" flag are:

The candidate updates the setting for "Hear more about career opportunities" from their candidate profile. This option allows candidates to change their preference at any time from their profile page on the Career Site Builder (CSB) site. They can also view and manage their email subscriptions from the same page.

The candidate selects "Hear more about career opportunities" when creating an account. This option allows candidates to opt-in to receive email campaigns when they register for an account on the CSB site. They can also choose which types of email campaigns they want to receive, such as job alerts, newsletters, or events.

An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled. This option allows customers to send a one-time email campaign to candidates who have not opted-in or opted-out of receiving email campaigns. The email campaign contains a link that allows candidates to opt-in to receive future email campaigns. This option is useful for customers who have migrated their candidate data from another system and want to obtain consent from existing candidates.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Email Campaigns SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%

NEW QUESTION # 79

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