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SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q70-Q75):

NEW QUESTION # 70
After enabling the Unified Data Model, why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note: There are 3 correct answers to this question.

- A. To support job posting to career sites built with Career Site Builder
- B. To provide fields for filtering reports in Advanced Analytics
- C. To provide fields that online sources require for XML feeds
- D. To support the use of job requisition fields in Career Site Builder
- E. To ensure that no more than five custom fields are required for Recruiting Marketing

Answer: A,B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:The Unified Data Model (UDM) in SAP SuccessFactors Recruiting enhances data consistency across Recruiting Marketing (RMK) and Career Site Builder (CSB). Field mapping inSetup Recruiting Marketing Job Field Mappingis critical:
* Option A (To support job posting to career sites built with Career Site Builder): Correct. Mapping ensures job requisition fields (e.g., title, location) are correctly displayed on the CSB site, enabling seamless job posting.
* Option C (To support the use of job requisition fields in Career Site Builder): Correct. UDM relies on mapped fields to populate CSB components (e.g., search filters, job details), ensuring candidates see accurate data.
* Option E (To provide fields for filtering reports in Advanced Analytics): Correct. Mapped fields feed into Advanced Analytics, allowing filtering by attributes like location or department for actionable insights.
* Option B (To provide fields that online sources require for XML feeds): Incorrect. XML feeds for job boards are managed separately (e.g., via Recruiting Posting), not directly tied to UDM field mapping in CSB.
* Option D (To ensure that no more than five custom fields are required for Recruiting Marketing): Incorrect. There's no such limitation; field mapping is about functionality, not restricting custom fields.
SAP'sUnified Data Model Configuration Guideconfirms A, C, E as the primary reasons for field mapping.References: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Advanced Analytics Guide.

NEW QUESTION # 71
For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- B. Categories can be defined using a maximum of one filter field.
- C. Categories can be defined using Keyword or Location.

- D. Categories can be defined using objects or picklists from the job requisition template.
- E. Categories can be defined by selecting multiple values for the fields.

Answer: C,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Category pages in CSB with UDM filter jobs based on mapped data:
* Option B (Categories can be defined using objects or picklists from the job requisition template):
Correct. Fields like department or job type (picklists/objects) can define category scope.
* SAP Documentation Excerpt: From theUnified Data Model Configuration Guide: "Category pages can leverage objects or picklists from the job requisition template, such as department or job category, to define the scope of displayed jobs."
* Option D (Categories can be defined by selecting multiple values for the fields): Correct. Multiple values (e.g., "Sales" and "Marketing" for department) can be selected to broaden category scope.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide:
"Administrators can select multiple values for mapped fields to define category pages, allowing flexible job groupings."
* Option E (Categories can be defined using Keyword or Location): Correct. Keywords (e.g.,
"engineer") or locations (e.g., "New York") can scope categories dynamically.
* SAP Documentation Excerpt: From theUnified Data Model Configuration Guide: "Keyword and Location fields, when mapped, can be used to define category pages for targeted job displays."
* Option A (Categories can be defined using a maximum of one filter field): Incorrect. Multiple fields can be used, not limited to one.
* Option C (Categories can be defined after mapping fields): Incorrect as a "how" answer; it's a prerequisite, not a definition method.SAP documentation confirms B, D, E as valid methods.References: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Administration Guide.

NEW QUESTION # 72
Which of the following apply to the candidate's search experience when the Google Map integration and the Unified Data model are enabled? Note: There are 2 correct answers to this question.

- A. Candidates will only see the map view of their search results.
- B. Candidates can toggle between a list view and a map view of their search results.
- C. Administrators can customize the color of the list and map icons.
- D. Administrators CANNOT customize the Google map component outside of Career Site Builder settings.

Answer: B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:When Google Map integration and the Unified Data Model (UDM) are enabled in SAP SuccessFactors Career Site Builder (CSB), they enhance the candidate search experience by leveraging location data. Let's break this down:
* Option A (Candidates can toggle between a list view and a map view of their search results):
Correct. The Google Map integration allows candidates to visualize job locations on a map alongside a traditional list view.
Candidates can switch between these views via a toggle feature on the CSB search results page, improving usability.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "When Google Maps integration is enabled with the Unified Data Model, candidates can view job search results in both a list format and an interactive map. A toggle option is provided on the search results page to switch between these views, enhancing the candidate experience by providing geographic context."
* Option C (Administrators can customize the color of the list and map icons): Correct. CSB allows administrators to adjust the styling of icons (e.g., map pins, list markers) via theGlobal StylesorSearch Configurationsettings, ensuring alignment with brand identity.
* SAP Documentation Excerpt: From theUnified Data Model Configuration Guide:
"Administrators can customize the appearance of search result elements, including the color of icons displayed in both list and map views, through Career Site Builder's styling options to maintain brand consistency."
* Option B (Administrators CANNOT customize the Google map component outside of Career Site Builder settings): Incorrect. While customization is primarily done within CSB, advanced configurations (e.g., API key settings) can be managed outside CSB in provisioning or integration settings, making this statement false.
* Option D (Candidates will only see the map view of their search results): Incorrect. The toggle functionality ensures candidates aren't restricted to a map-only view; they can opt for the list view as well.SAP's focus on flexibility and branding in the candidate search experience supports A and C.
References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Search Experience); Unified Data Model Configuration Guide (Google Maps Integration).

NEW QUESTION # 73
Your customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Enable the Unified Data Model in Career Site Builder.
- B. Configure multi-locations for the locations.
- C. Configure Job Location Generic Objects.
- D. Map each Job Location Generic Object to a Location Foundation Object.

Answer: C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:Enhanced location search capabilities in CSB allow candidates to filter jobs by geographic criteria, requiring specific configurations:
* Option C (Map each Job Location Generic Object to a Location Foundation Object): Correct. The Unified Data Model (UDM) enhances search by leveraging Foundation Objects (e.g., Location).
Mapping Job Location Generic Objects to these ensures accurate location data flows into the career site for search functionality.
* Option D (Configure Job Location Generic Objects): Correct. Job Location Generic Objects must be set up in the system to store and manage location data for job requisitions, enabling the enhanced search feature.
* Option A (Enable the Unified Data Model in Career Site Builder): While UDM enhances search capabilities, it's a prerequisite, not a "step" specific to location search configuration. The question asks for required steps, not prerequisites, making this less precise.
* Option B (Configure multi-locations for the locations): Ambiguous and not a standard SAP term in this context. Multi-location support exists, but it's not a distinct step for enhanced search.SAP'sUnified Data Model Configuration Guidespecifies C and D as the configuration steps for location-based search enhancements.References: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 74
Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. If blue text is used on the site, ensure that it's always used to represent links.
- B. Populate the title text for each link.
- C. Include multiple links to the customer's corporate site.
- D. When a user clicks on the link, immediately display what the user expects to see.
- E. All external links from the career site should open in the same browser window.

Answer: A,B,D

NEW QUESTION # 75
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