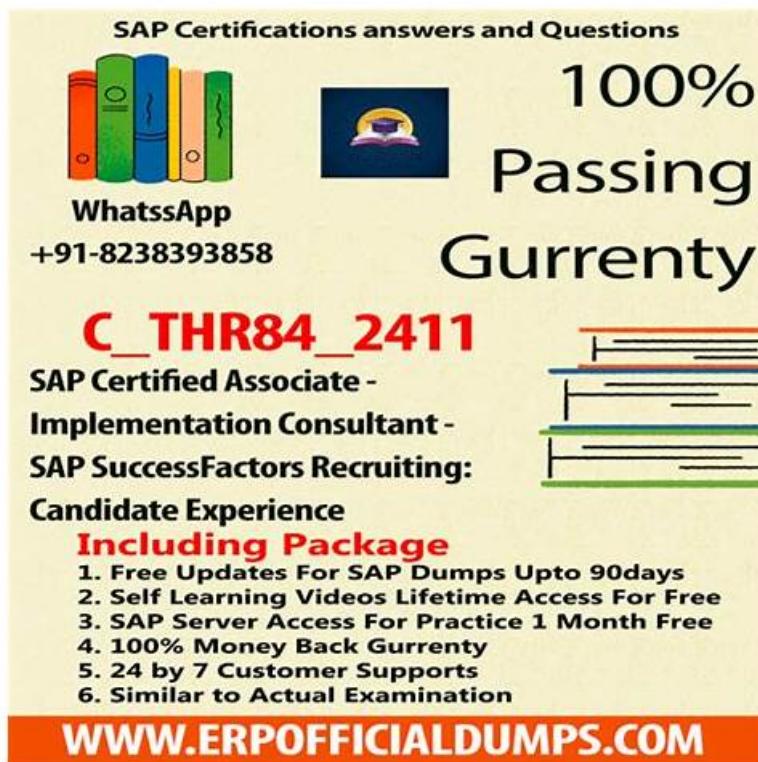


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## SAP C\_THR84\_2411 Exam Syllabus Topics:

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q16-Q21):

### NEW QUESTION # 16

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete standard fields on the candidate profile the candidate logs into their candidate profile completes the remaining fields.
- B. Existing candidates are NOT able to complete new fields on a data capture form
- C. To complete candidate profile extension fields the recruiter includes the candidate in an email campaign with a link to the data capture form
- D. To complete any missing fields the recruiter generates a code for the candidate to use when attempting to update the data capture form

Answer: A,C

### NEW QUESTION # 17

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. API Key is from CSB > Settings > Site Configuration > Site Integrations.
- B. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
- C. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- D. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Real Time Job Sync connects Career Site Builder (CSB) to Recruiting Management, requiring specific credentials and keys in Provisioning's Service Provider Settings. Let's explore the sources:  
\* Option B (The API Key, Username, and Password are from CSB > Tools > Manage API Credentials): Correct. These credentials authenticate the sync between CSB and the SAP system.

\* SAP Documentation Excerpt: From the Implementation Handbook: "In CSB > Tools > Manage API Credentials, obtain the API Key, Username, and Password required to populate the Service Provider Settings in Provisioning for Real Time Job Sync."

\* Reasoning: In CSB, navigate to Tools > Manage API Credentials, generate or retrieve these values (e.g., API Key: "abc123", Username: "admin"), and input them into Provisioning > Company Settings > Service Provider Settings. This ensures secure data flow from job requisitions to the CSB site.

\* Practical Example: For "Best Run," a consultant copies "API Key: xyz789" from CSB and pastes it into Provisioning, tested successfully in a sandbox.

\* Option C (The Security Key is from CSB > Settings > Site Configuration > Site Integrations):

Correct. The Security Key secures the integration endpoint, a critical component for sync activation.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Security Key, found in CSB > Settings > Site Configuration > Site Integrations, is used in the Service Provider Settings to enable secure Real Time Job Sync between CSB and Recruiting Management."

\* Reasoning: In CSB > Settings > Site Configuration > Site Integrations, locate the Real Time Job Sync section, copy the Security Key (e.g., "sec456"), and add it to Provisioning. This key validates the connection, preventing unauthorized access.

\* Practical Example: For "Best Run," entering "sec456" in Provisioning enables sync, verified by job data appearing on careers.bestrun.com.

\* Option A (The URLs, Username, and Password are from CSB > Tools > Manage API Credentials): Incorrect. URLs are system-generated in Provisioning or CSB documentation, not retrieved from Manage API Credentials, which focuses on authentication tokens.

\* Option D (API Key is from CSB > Settings > Site Configuration > Site Integrations): Incorrect.

The API Key is sourced from Manage API Credentials, not Site Integrations, which provides the Security Key.

\* Why B, C: These are the precise sources for sync credentials, per SAP's setup process. SAP's sync setup process confirms B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Career Site Builder Administration Guide.

## NEW QUESTION # 18

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

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

**Answer: B,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 # 19

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Build the customer's CSB site using custom plugins.
- B. **Work with the customer to develop a job distribution strategy.**
- C. Upsell additional solutions to the customer.
- D. **Ensure that the job data supports the customer's recruiting strategy.**

**Answer: B,D**

Explanation:

Based on the web search results, some of the responsibilities of a functional consultant on a CSB implementation are:

Work with the customer to develop a job distribution strategy. This involves understanding the customer's business goals, target audience, and recruitment channels, and helping them to optimize their job postings and campaigns across various platforms, such as job boards, social media, and search engines<sup>12</sup>.

Ensure that the job data supports the customer's recruiting strategy. This involves analyzing the job requisitions, job descriptions, and job classifications, and ensuring that they are consistent, accurate, and compliant with the customer's requirements and standards. It also involves configuring the CSB site to display the job data in a user-friendly and accessible way, using features such as search filters, job alerts, and job recommendations<sup>3</sup>.

Upsell additional solutions to the customer is not a responsibility of a functional consultant on a CSB implementation. This is more likely to be a role of a sales or account manager, who would identify the customer's needs and offer them additional products or services that could enhance their experience or solve their problems.

Build the customer's CSB site using custom plugins is not a responsibility of a functional consultant on a CSB implementation. This is more likely to be a role of a technical consultant or a developer, who would create and implement custom code or plugins to extend the functionality or appearance of the CSB site, according to the customer's specifications or requests.

## NEW QUESTION # 20

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

**Answer: C,D**

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 # 21

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