

# Valid SAP C\_THR84\_2411 Vce & Latest C\_THR84\_2411 Exam Pattern



## SAP

### C\_THR84\_2411 Exam

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors  
Recruiting: Candidate Experience

Exam Latest Version: 7.1

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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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>• 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 7	<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 8	<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>
Topic 9	<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 10	<ul style="list-style-type: none"> <li>• Candidate Experience Overview and Project Kickoff: This section of the exam measures skills of implementation consultants and covers the foundational understanding of the candidate experience within SAP SuccessFactors. It includes preparing for a project kickoff, clarifying scope, and identifying critical configurations early in the implementation lifecycle.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q10-Q15):

### NEW QUESTION # 10

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include a country.
- B. The recruiter does NOT have permissions for Career Site Builder.
- C. The recruiter did NOT include a job description.
- D. The recruiter did NOT include the job with Sync Recruiting Jobs.

**Answer: A,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

\* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

\* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

\* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.

\* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

\* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

\* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

\* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.

\* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

\* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

\* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

\* Why A, B: These are sync-specific prerequisites, verified via sync logs and requisition checks. SAP's sync setup process supports A and B. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

## NEW QUESTION # 11

Based on leading practices, which of the following page types can contain job listings?

- A. Home page
- B. Content page
- C. Landing page
- D. Category page

**Answer: D**

Explanation:

Category pages are designed to display job listings based on predefined criteria, such as location, function, or industry. They allow candidates to browse and filter jobs that match their interests and qualifications. Category pages can also include components such as banners, videos, or testimonials to showcase the employer brand and culture.

## NEW QUESTION # 12

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

**Answer: A,B,C**

Explanation:

Career Site Builder allows you to add custom JavaScript code to your career site for various purposes, such as enhancing the functionality, appearance, or interactivity of your site. However, not all types of JavaScript code are supported or recommended by SAP SuccessFactors. According to the Career Site Builder Implementation Guide, the following types of JavaScript code are acceptable:

Custom third-party survey tools: You can use JavaScript code to embed survey tools from third-party providers, such as SurveyMonkey or Qualtrics, to collect feedback from your site visitors or candidates.

Custom third-party analytics for tracking purposes: You can use JavaScript code to integrate analytics tools from third-party providers, such as Google Analytics or Adobe Analytics, to track and measure the performance of your site, such as traffic, conversions, or bounce rate.

Custom third-party chatbots: You can use JavaScript code to add chatbots from third-party providers, such as Drift or Intercom, to provide live chat support or guidance to your site visitors or candidates.

The following types of JavaScript code are not acceptable:

Custom third-party cascading style sheets (CSS): You cannot use JavaScript code to inject CSS styles from third-party sources, as this may cause conflicts or inconsistencies with the existing styles of your site. You should use the Global Styles feature of Career Site Builder to customize the appearance of your site elements, such as fonts, colors, or layouts.

Custom third-party libraries: You cannot use JavaScript code to load external libraries from third-party sources, such as jQuery or Bootstrap, as this may cause compatibility issues or performance degradation of your site. You should use the built-in components and features of Career Site Builder to create and manage your site content, such as pages, headers, footers, or widgets.

Reference:

Career Site Builder Implementation Guide: This document provides detailed information on how to configure and use Career Site Builder to create and maintain your career site, including how to add custom JavaScript code to your site.

### NEW QUESTION # 13

You have created a data capture form. What are some options when adding the form to a Landing page? Note:

There are 3 correct answers to this question.

- A. You can modify the messages displayed after the candidate submits the form.
- B. You can customize the instructions to complete the form.
- C. You can configure a specific job alert associated with candidates who submit the form.
- D. You can update the text on the data privacy consent statement.
- E. You can configure the options when a candidate already has a candidate profile.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Data capture forms on CSB Landing pages collect candidate information (e.g., for talent pipelines) and offer configurable options to enhance user experience.

Let's explore each possibility:

\* Option C (You can configure the options when a candidate already has a candidate profile):

Correct. CSB allows settings to handle existing candidates, such as prompting them to log in or update their profile instead of creating duplicates.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For data capture forms, configure options for candidates with existing profiles, such as prompting them to update their information or linking to their current profile, to avoid duplication."

\* Reasoning: If a candidate with a profile (e.g., john.doe@bestrun.com) submits a form on a Landing page (e.g., careers.bestrun.com/campaign), CSB can display "Log in to update" rather than a new form, configured in CSB > Forms > Settings > Profile Matching.

\* Practical Example: For "Best Run," a returning candidate sees a login prompt, ensuring data integrity.

\* Option D (You can customize the instructions to complete the form): Correct. Instructions guide candidates and can be tailored to clarify expectations.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When adding a data capture form to a Landing page, administrators can customize the instructions displayed above the form to provide clear guidance to candidates on how to complete it."

\* Reasoning: Adding "Please enter your skills and email to join our talent network" in CSB > Landing Pages > Form Settings improves completion rates.

\* Practical Example: On careers.bestrun.com/join, instructions like "Fill all fields for faster processing" are set.

\* Option E (You can modify the messages displayed after the candidate submits the form): Correct.

Post-submission messages can be personalized to confirm success or guide next steps.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Post-submission messages for data capture forms on Landing pages can be modified to reflect the customer's messaging, such as thanking candidates or providing next steps."

- \* Reasoning: Changing the default "Thank you" to "Welcome to Best Run! Check your email" in CSB > Forms > Success Messages enhances engagement.
- \* Practical Example: After submission on careers.bestrun.com/join, "You're now in our talent pool!" appears.
- \* Option A (You can configure a specific job alert associated with candidates): Incorrect. Job alerts are set in E-Mail Notification Templates Settings, not tied directly to form submissions on Landing pages.
- \* Option B (You can update the text on the data privacy consent statement): Incorrect. Privacy statements are system-managed (e.g., via Admin Center), not editable per form instance. SAP's form configuration capabilities support C, D, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Data Capture Forms); Recruiting Marketing Guide.

## NEW QUESTION # 14

### Other Career Site Setup

Where is the Job Alerts Email Template configured?

- A. Command Center
- **B. E-Mail Notification Templates Settings**
- C. Career Site Builder
- D. Recruiting Email Triggers

**Answer: B**

Explanation:

The Job Alerts Email Template is configured in the E-Mail Notification Templates Settings. This is where you can customize the content and appearance of the email that candidates receive when they subscribe to job alerts on the career site<sup>1</sup>. You can also specify the sender name, sender email address, subject line, and footer for the job alerts email<sup>2</sup>.

The other options are not correct places to configure the Job Alerts Email Template:

Command Center: This is where you can manage the career site builder projects, sites, and settings, but not the email templates<sup>3</sup>.

Recruiting Email Triggers: This is where you can configure the email notifications that are sent to candidates, recruiters, and hiring managers based on certain events or actions in the recruiting process, but not the job alerts email<sup>4</sup>.

Career Site Builder: This is where you can design and build the career site pages, components, and styles, but not the email templates<sup>5</sup>.

## NEW QUESTION # 15

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