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C_THR84_2411 Exam Details, Sample Questions, and Practice Test

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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none"> • 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.
Topic 4	<ul style="list-style-type: none"> • 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.
Topic 5	<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 6	<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 7	<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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Unique alt text should be populated for all images in all languages.
- B. Select images that have a strong focal point.
- C. Alt Text is NOT required for logos on the site.
- D. Do NOT use embedded text on images.
- E. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.

Answer: A,B,D

Explanation:

Select images that have a strong focal point. This helps to capture the attention of the visitors and convey the message of the site.

Images with a strong focal point also look better on different devices and screen sizes¹.

Do NOT use embedded text on images. Embedded text is the text that is part of the image file, not the HTML code. Embedded text is not accessible to screen readers, search engines, or translation tools. It also reduces the quality and clarity of the image, especially on high-resolution screens².

Unique alt text should be populated for all images in all languages. Alt text is the text that describes the content and function of an

image, and it is displayed when the image cannot be loaded or is accessed by screen readers. Alt text helps to improve the accessibility, SEO, and user experience of the site. It should be unique for each image and language, and it should be concise and relevant³.

Reference:

1: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Design and Accessibility, Lesson: Image Best Practices

2: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Design and Accessibility, Lesson: Image Best Practices

3: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Design and Accessibility, Lesson: Image Best Practices

NEW QUESTION # 39

What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- **A. Create the customer's standard XML feeds.**
- B. Work with job boards to arrange special pricing for your customer.
- **C. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.**
- **D. Conduct the job delivery intake meeting.**
- E. Deliver jobs directly to compliance job boards.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:As a consultant for SAP SuccessFactors Recruiting:

* Option A (Create the customer's standard XML feeds): Correct. Consultants configure standard XML feeds to automate job distribution, included in the Recruiting statement of work (SOW).

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The consultant is responsible for creating one standard XML feed as part of the standard recruiting implementation to facilitate automated job distribution to job boards."

* Option B (Conduct the job delivery intake meeting): Correct. This meeting aligns customer requirements with job distribution strategy, a key consultant task.

* SAP Documentation Excerpt: From the Implementation Handbook: "Conducting the job delivery intake meeting is a critical step where the consultant gathers customer preferences and requirements for job distribution processes."

* Option E (Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor): Correct. Training ensures customers can manage sources post- implementation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Consultants should train customers on using the Site Source Editor to populate and manage preferred job sources, empowering self-sufficiency."

* Option C (Work with job boards to arrange special pricing): Incorrect. This is a sales or procurement task, not a consultant's responsibility.

* Option D (Deliver jobs directly to compliance job boards): Incorrect. Delivery is automated via feeds or Recruiting Posting, not a manual consultant task.SAP's implementation roles support A, B, E as consultant responsibilities.References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide; Implementation Handbook.

NEW QUESTION # 40

You have created a data capture form for your customer now are configuring the Recruiting Email Notification template Recruiting email trigger for candidates who complete the form.

Which trigger will you enable for this purpose?

- A. Recruiting Manual Candidate Creation Notification
- B. Welcome/Thanks for Creating Account
- C. Career Site E-Mail Notification
- **D. Data Capture Form Submitted - Welcome Set Password Email**

Answer: D

NEW QUESTION # 41

What are some considerations when defining user permissions for Advanced Analytics?

Note: There are 2 correct answers to this question.

- A. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- B. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- C. Advanced Analytics user permissions are configured in Command Center.
- D. Users must be set up for Recruiter SSO.

Answer: B,C

NEW QUESTION # 42

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

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

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Functions Viewer in Career Site Builder (CSB) is a diagnostic and management tool for reviewing and managing custom JavaScript functions added to enhance site functionality. Let's evaluate the possible actions:

* Option A (Delete existing functions): Correct. The Functions Viewer allows administrators to remove custom functions that are no longer needed or causing issues.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Functions Viewer in Career Site Builder enables administrators to view and delete existing custom functions added to the site, providing control over JavaScript enhancements."

* Reasoning: If a custom chatbot script (e.g., added via CSB > Tools > JavaScript) malfunctions, the Viewer lists it (e.g., "chatFunction.js"), and a delete action removes it to restore stability. This is accessed via CSB > Tools > Functions Viewer.

* Practical Example: For "Best Run," a consultant deletes a broken "liveChat.js" function, confirming the site reverts to default behavior on careers.bestrun.com.

* Option B (Modify existing functions): Incorrect. The Viewer is read-only for modification; changes must be made in the original JavaScript editor (CSB > Tools > JavaScript) and re-uploaded.

* Option C (Create new functions): Incorrect. Creation occurs in the JavaScript section, not the Viewer, which is for inspection.

* Option D (Copy existing functions): Incorrect. Copying isn't a Viewer feature; it requires manual code duplication in the editor.

* Why A: The Viewer is designed for monitoring and cleanup, not editing or creation, per SAP's design philosophy. SAP's Functions Viewer documentation supports A. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Functions Viewer).

NEW QUESTION # 43

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