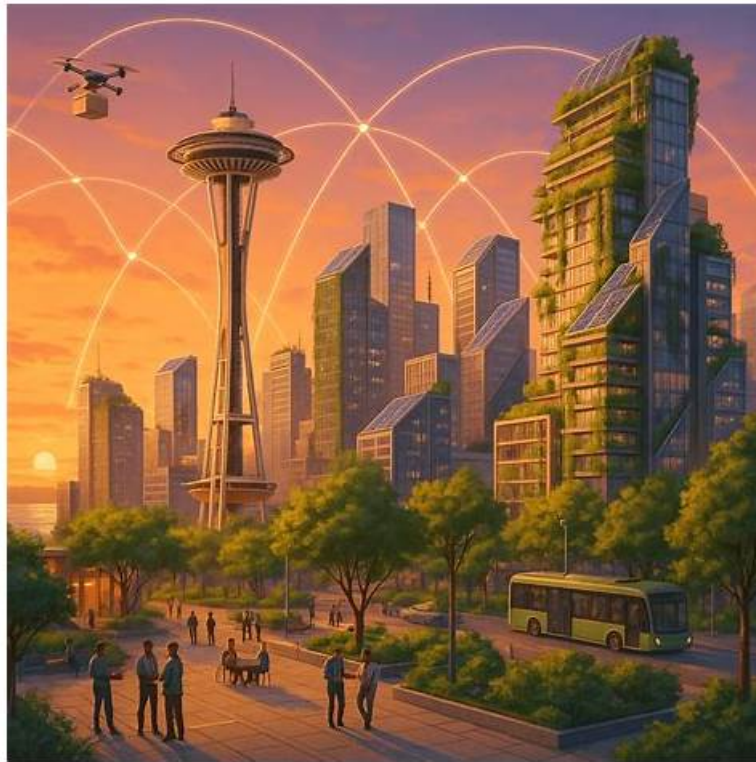


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>> SAP C_THR84_2411 Test Question <<

2026 C_THR84_2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Fantastic Test Question

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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
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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"> • 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 3	<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 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"> • 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.

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

NEW QUESTION # 38

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

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

Answer: A,C,D

Explanation:

Conduct the job delivery intake meeting. This is the first step in the job delivery process, where you gather the customer's requirements and expectations for job distribution, such as the target job boards, the budget, the frequency, and the tracking methods¹.

Create the customer's standard XML feeds. This is the second step in the job delivery process, where you configure the XML feeds that will deliver the jobs from the customer's SAP SuccessFactors Recruiting system to the selected job boards². You can use the Job Delivery Toolkit to create and test the XML feeds³.

Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor. This is the final step in the job delivery process, where you teach the customers how to manage their preferred sources, such as job boards, social media, and employee referrals, in the Career Site Builder Site Source Editor⁴. This allows the customers to control which sources are displayed on their career site and how they are tracked.

Reference:

1: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Process Overview

2: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: XML Feeds

3: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Toolkit

4: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Site Source Editor

[5]: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Preferred Sources

NEW QUESTION # 39

Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

- **A. Career Site**

- B. Recruiting Advanced Analytics
- C. Career Site Builder
- D. API Credentials
- E. Delete Jobs

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation: Command Center in SAP SuccessFactors Recruiting Marketing serves as a centralized hub for managing key tools and processes. Let's examine the available quick links:

- * Option B (Career Site Builder): Correct. This link provides direct access to the CSB administrative interface for site configuration.
 - * SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Command Center includes a quick link to Career Site Builder, enabling administrators to access CSB directly for site configuration and maintenance tasks."
 - * Reasoning: Clicking this link in Command Center opens CSB (e.g., to edit Global Styles or add pages), streamlining workflow for administrators managing careers.bestrun.com.
 - * Practical Example: A consultant at "Best Run" uses this to navigate to CSB and adjust the header layout.
 - * Option C (Career Site): Correct. This link allows a preview of the live CSB site as candidates see it.
 - * SAP Documentation Excerpt: From the Recruiting Marketing Guide: "The Career Site quick link in Command Center provides immediate access to view the customer's live career site as candidates see it."
 - * Reasoning: It opens a new tab to careers.bestrun.com, enabling real-time validation of design or job postings without logging into CSB admin.
 - * Practical Example: For "Best Run," a recruiter previews careers.bestrun.com to ensure the "Sales Jobs" page loads correctly.
 - * Option D (Recruiting Advanced Analytics): Correct. This link directs to the AA dashboard for recruitment insights.
 - * SAP Documentation Excerpt: From the Advanced Analytics Guide: "From Command Center, the Recruiting Advanced Analytics quick link directs users to the analytics dashboard for reviewing recruitment metrics and trends."
 - * Reasoning: It provides access to reports on source performance or hires, critical for strategic decisions at careers.bestrun.com.
 - * Practical Example: A manager at "Best Run" clicks to view a graph of applications by source.
 - * Option A (Delete Jobs): Incorrect. Job deletion is handled in Recruiting Management (e.g., Applicant Workbench), not a Command Center link.
 - * Option E (API Credentials): Incorrect. API credentials are managed in CSB > Tools > Manage API Credentials, not Command Center.
 - * Why B, C, D: These links align with Command Center's focus on RMK tools, verified in the interface. SAP's Command Center documentation supports B, C, D.
- References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide (Command Center); Advanced Analytics Guide.

NEW QUESTION # 40

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Enter the translations into the Translations menu in CSB.
- B. Create a new header and footer for each translated page.
- C. Duplicate the page from the base locale and enter the translations on the duplicated pages.
- D. Export the default language to an XML file, enter the translations, and import.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:

- * Option B (Export the default language to an XML file, enter the translations, and import): Correct. This bulk translation method streamlines the process for multiple pages or fields.
- * SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."
- * Reasoning: In CSB > Tools > Export, export the default locale (e.g., en_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.
- * Practical Example: For "Best Run," exporting en_US content, translating "Join Us" to "Rejoignez-nous," and importing updates all relevant pages.
- * Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual

method allows page-specific customization for unique content.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and enter translations directly on the duplicated pages as a flexible method for customer-specific content."

* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en_US"), create "About Us - fr_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.

* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to "Assurance sante" tailors the page.

* Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.

* Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"), not customer-specific content, which uses B or C.

* Why B, C: These methods cater to bulk and manual translation needs, per SAP's localization practices.

SAP's localization practices support B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 41

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

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

Answer: B

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 # 42

Which of the following are characteristics of a multi-location job posting in Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- **A. The standard Location Foundation Object field must be configured.**
- **B. The primary Location value does NOT need to be identified.**
- C. The City, State, and Postal Code fields are NOT required on the job requisition template.
- **D. The Google Map on the CSB site shows all locations where a job may be filled.**
- E. The street address is displayed in the standard Location field in CSB.

Answer: A,B,D

Explanation:

A multi-location job posting in CSB allows you to post a job that can be filled in more than one location. To enable this feature, you need to do the following:

Configure the standard Location Foundation Object field on the job requisition template and make it multi-selectable. This field will store the list of locations where the job can be filled.

Enable the Google Map integration in CSB and configure the map settings. The Google Map on the CSB site will show all the locations where the job can be filled based on the values in the Location Foundation Object field.

Configure the standard Location field in CSB to display the primary location value only. The primary location value is the first value in the Location Foundation Object field. The street address is not displayed in this field.

Optionally, you can also configure a custom field to display the full list of locations where the job can be filled.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Multi-Location Job Posting

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