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C\_THR84\_2411 Exam Details, Sample Questions, and Practice Test

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q81-Q86):

### NEW QUESTION # 81

You have enabled and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- A. When sending an email from the Candidate Search page
- B. When sending an email from the Applicant Workbench
- C. When sending an email associated with a Recruiting email trigger
- D. When sending an email associated with an applicant status

**Answer: C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: In SAP SuccessFactors Recruiting: Candidate Experience, a branded email layout enhances candidate communication with consistent company branding.

The custom layout applies to specific email scenarios:

\* Option B (When sending an email associated with an applicant status): Correct. Emails tied to applicant status changes (e.g., "Application Received," "Interview Scheduled") can use the branded layout when configured in E-Mail Notification Templates Settings. This is a common use case for candidate-facing communications in Recruiting Management.

\* Option D (When sending an email associated with a Recruiting email trigger): Correct. Recruiting email triggers (e.g., "Data Capture Form Submitted - Welcome and Set Password Email") are configured to notify candidates based on specific actions. These emails, set up in Recruiting Email Triggers, can leverage the branded layout for consistency.

\* Option A (When sending an email from the Applicant Workbench): Incorrect. The Applicant Workbench is an internal tool for recruiters to manage candidates, and emails sent from here typically use ad-hoc or manual templates, not the branded layout designed for automated candidate communication.

\* Option C (When sending an email from the Candidate Search page): Incorrect. The Candidate Search page is for recruiters to find candidates; emails sent from here are manual and don't automatically apply the branded layout. Official guides, like the Recruiting Email Configuration Guide, confirm that branded layouts are applied to automated, candidate-facing emails tied to statuses and triggers. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide; Career Site Builder Administration Guide.

### NEW QUESTION # 82

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The collection of candidate information and organization of prospects based on experience and skills
- B. The focus is on the immediate need to fill a specific job opening
- C. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- D. The practice of promoting the value of an employer's brand in order to recruit talent

**Answer: C,D**

Explanation:

Recruitment marketing is a term that refers to the process of attracting and engaging potential candidates for an organization, using various marketing techniques and channels. Recruitment marketing has two main aspects:

The practice of promoting the value of an employer's brand in order to recruit talent: This involves creating and communicating a compelling and consistent message about the organization's culture, vision, values, and benefits, and showcasing it to the target talent pool. The goal is to build awareness, trust, and loyalty among the candidates, and to differentiate the organization from its competitors. Employer branding can be done through various media, such as websites, social media, blogs, videos, podcasts, events, or referrals.

The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job: This involves identifying and reaching out to the right candidates, using data-driven insights and personalized content. The goal is to generate interest, curiosity, and excitement among the candidates, and to guide them through the candidate journey, from awareness to consideration to application. Recruitment marketing strategies can include search engine optimization (SEO), pay-per-click (PPC) advertising, email marketing, social media marketing, content marketing, or talent networks.

The collection of candidate information and organization of prospects based on experience and skills: This is not a correct answer,

because this is more related to candidate relationship management (CRM) than recruitment marketing. CRM is a tool or system that helps recruiters to manage and track their interactions with candidates, and to build and maintain long-term relationships with them. CRM can help recruiters to collect and store candidate information, such as resumes, profiles, preferences, or feedback, and to segment and organize prospects based on various criteria, such as experience, skills, location, or source. CRM can also help recruiters to communicate and engage with candidates, such as sending automated messages, reminders, or newsletters, or inviting them to events or webinars.

The focus is on the immediate need to fill a specific job opening. This is not a correct answer, because this is more related to recruitment than recruitment marketing. Recruitment is the process of finding, screening, interviewing, and hiring candidates for a specific job opening, using various methods and tools. Recruitment focuses on the short-term need to fill a vacancy, and evaluates candidates based on their qualifications, competencies, and fit for the role. Recruitment can be done through various channels, such as job boards, career sites, referrals, or agencies. Reference:

### NEW QUESTION # 83

Replacing the search grid in Career Site Builder with tiles achieves which of the following? Note: There are 2 correct answers to this question.

- A. It allows any of the mapped fields to be displayed on the tiles.
- B. It allows any of the fields on the job requisition to be displayed on the tiles.
- C. It allows users to tab through the search results.
- D. It allows users to share jobs on social media more easily.

**Answer: A,B**

Explanation:

According to the SAP Help Portal, replacing the search grid in Career Site Builder with tiles achieves the following benefits:

It allows any of the mapped fields to be displayed on the tiles. You can customize the tile layout and content by selecting the fields you want to show from the list of available fields in the Search Tiles tab in Appearance Styles Global Styles (Brand)<sup>1</sup>.

It allows any of the fields on the job requisition to be displayed on the tiles. You can also use the custom fields that you have created in the job requisition template as part of the tile content<sup>1</sup>.

It does not allow users to tab through the search results. This is a feature of the grid layout, which enables keyboard navigation through the search results<sup>2</sup>. For that reason, the tile layout is not recommended for accessibility purposes<sup>3</sup>.

It does not allow users to share jobs on social media more easily. This is a feature of the Job Details component, which enables users to share the job posting on various social media platforms. This component can be used in both grid and tile layouts.

Reference: Search Tiles Settings in Career Site Builder Global Styles, Search-Related Settings in Career Site Builder, Configuring Search Grid Settings, [Job Details Component]

### NEW QUESTION # 84

How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. System text translations are only possible for the site's default language.
- B. System text translations can be changed from Career Site Builder > Tools > Translations.
- C. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
- D. System text translations are made from Career Site Builder > Global Settings.
- E. System text is translated when the locale is enabled.

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Defaulted/system text (e.g., "Search Jobs" on the search bar) in Career Site Builder (CSB) is managed separately from customer-specific content, requiring specific translation methods. Let's analyze:

\* Option A (System text translations are exported from the Stage site and imported to Production separately): Correct. This controlled process ensures system text consistency across environments.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "System text translations are exported from the Stage environment as an XML file and imported into Production separately from other site imports, allowing precise management of default text across environments."

\* Reasoning: In CSB > Tools > Export, export Stage's system text (e.g., "Rechercher des emplois" for fr\_FR), edit in a tool like Notepad++, then import to Production via CSB > Tools > Import.

This avoids content overwrite.

\* Practical Example: For "Best Run," exporting Stage's fr\_FR "Search" and importing to Production updates careers.bestrun.com

\* Option B (System text is translated when the locale is enabled): Correct. Enabling a locale applies SAP's default translations automatically.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a new locale is enabled in CSB, system text such as search bar labels is automatically translated based on SAP's standard translations for that language."

\* Reasoning: Enabling fr\_FR in CSB > Settings > Locales changes "Search Jobs" to "Rechercher des emplois" using SAP's library, though custom tweaks may follow.

\* Practical Example: Adding es\_ES translates "Apply" to "Solicitar" instantly.

\* Option C (System text translations can be changed from Career Site Builder > Tools > Translations): Correct. This tool allows manual overrides of system text.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Administrators can modify system text translations directly in CSB > Tools > Translations, overriding default translations for elements like the search bar or buttons."

\* Reasoning: Changing "Search Jobs" to "Find Your Role" in en\_US for branding is done here, editable per locale.

\* Practical Example: "Best Run" adjusts "Submit" to "Send Application" in fr\_FR.

\* Option D: Incorrect. Translations apply to all enabled locales, not just the default.

\* Option E: Incorrect. Global Settings manage design, not text translations.

\* Why A, B, C: These cover the full lifecycle of system text translation, per SAP's process. SAP's localization process supports A, B, C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

### NEW QUESTION # 85

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header?

Note: There are 3 correct answers to this question.

- A. Create content type links in the header under About Us that link to the three internal pages.
- B. Create category type links in the header under About Us that link to the three internal pages.
- C. Enable the About Us link in the header that is provided with all CSB sites.
- D. Create an external type link in the header under About Us that opens a new session links to the page hosted on the customer's corporate site.
- E. Create a list type link in the header named About Us.

Answer: A,D,E

### NEW QUESTION # 86

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