

# Reliable C-THR84-2411 Exam Review & Exam C-THR84-2411 Pattern

## Complete Guide to SAP C\_THR84\_2411 Exam Preparation

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

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Unlock your path to SAP SuccessFactors Recruiting - Candidate Experience certification with this detailed preparation guide. Explore the C\_THR84\_2411 exam structure, topic areas, and expert tips to boost your success. Learn about the exam requirements, important reference books, training courses, and strategies to score well on your exam. Test your knowledge with real exam sample questions, and prepare with recommended practice tests for guaranteed results.

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C-THR84-2411) certification is one of the hottest career advancement credentials in the modern SAP world. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C-THR84-2411) certification can help you to demonstrate your expertise and knowledge level. With only one badge of SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience in C-THR84-2411 Certification, successful candidates can advance their careers and increase their earning potential.

### SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Site Setup:</b> 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>• <b>Implement Advanced Analytics:</b> 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 3	<ul style="list-style-type: none"> <li>• <b>Job Delivery:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Other Career Site Setup:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> 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 6	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Pages and Components:</b> 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 7	<ul style="list-style-type: none"> <li>• <b>Career Site Design and Accessibility:</b> 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 8	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Global Settings and Global Styles:</b> 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 9	<ul style="list-style-type: none"> <li>• <b>Move to Production:</b> 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 10	<ul style="list-style-type: none"> <li>• <b>Candidate Relationship Management:</b> 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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q15-Q20):

### NEW QUESTION # 15

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. It can be accessed by using SAP For Me.**
- **B. Customers can grant access to the dashboard to partners.**
- C. Customers can use the dashboard in the dev, test, and production tenants.
- D. It can be used in all SAP S/4HANA Cloud editions.

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation: The clean core dashboard monitors system health and compliance with SAP's clean core strategy, minimizing customizations. Let's detail its features:

- \* Option A (It can be accessed by using SAP For Me): Correct. SAP For Me serves as the entry point for dashboard access.
- \* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The clean core dashboard is accessible via SAP For Me, providing customers with a centralized view of system compliance with clean core principles."
- \* Reasoning: Logging into sapforme.com, users navigate to the SuccessFactors section to view clean core metrics (e.g., customization levels) for CSB. This is a unified SAP portal feature.
- \* Practical Example: For "Best Run," a consultant logs in on March 4, 2025, to check careers.bestrun.com's clean core score.
- \* Option D (Customers can grant access to the dashboard to partners): Correct. Partner collaboration is supported for optimization.
- \* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "Customers can grant clean core dashboard access to partners, enabling collaboration on maintaining a standardized system environment."
- \* Reasoning: In SAP For Me > User Management, granting view-only access to a partner (e.g., a consultant) allows them to assess and suggest clean core improvements.
- \* Practical Example: "Best Run" shares access with their implementation partner to review API usage.
- \* Option B: Incorrect. The dashboard is specific to SuccessFactors, not all S/4HANA editions.
- \* Option C: Incorrect. It's limited to production in SuccessFactors, per security constraints.
- \* Why A, D: These are SuccessFactors-specific features, per clean core docs. SAP's clean core dashboard features support A and D. References: SAP SuccessFactors - Integration Strategy Guide (Clean Core Dashboard).

#### NEW QUESTION # 16

Which of the following are features on the search component that allow picklist searches (Show More Options)? Note: There are 2 correct answers to this question.

- A. The picklist search is dynamically populated with values from the career site's active jobs.
- B. The picklist search does NOT support the use of foundation/generic objects.
- C. The picklist search is automatically populated with all picklist values configured in Picklist Center.
- D. The picklist search gives customers access to 18 fields that they can add as search filters.

**Answer: A,D**

Explanation:

The search component allows customers to configure picklist searches that can be used as filters by candidates. The picklist search is dynamically populated with values from the career site's active jobs, which means that only relevant values will be displayed. The picklist search gives customers access to 18 fields that they can add as search filters, such as job category, location, job level, etc. The picklist search does not support the use of foundation/generic objects, which means that customers cannot use custom fields or objects as filters. The picklist search is not automatically populated with all picklist values configured in Picklist Center, which means that customers have to map the picklist values to the corresponding fields in the job requisition template. Reference: Career Site Builder Pages and Components, Career Site Builder Global Settings and Global Styles, HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

#### NEW QUESTION # 17

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

**Answer: A,B,D**

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 # 18

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- B. Advanced Analytics can be implemented when the applicant status set is created.
- C. The steps to implement Advanced Analytics must be completed over two or more days.
- D. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

Answer: A,C

#### NEW QUESTION # 19

Assume that the first time a candidate visited your customer's Career Site Builder site they disabled LinkedIn cookies. But on their second visit the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn.

How can they do this?

- A. Once selected it is NOT possible to change cookie preferences on a CSB site.
- B. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.
- C. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- D. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.

Answer: B

#### NEW QUESTION # 20

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