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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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 9	• 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.
Topic 10	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q69-Q74):

NEW QUESTION # 69
When configuring Advanced Analytics which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Forwarded
- B. Invited to Apply
- C. Withdrawn by Candidate
- D. Auto Disqualified

Answer: A,B

NEW QUESTION # 70
Other Career Site Setup
What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site?Note: There are 2 correct answers to this question.

- A. careers.<company>.com
- B. jobs.<company>.com
- C. <company>.com/jobs
- D. <company>.careers.com

Answer: A,B

Explanation:
When setting up a subdomain for a customer's Career Site Builder site, the recommended naming convention is to use either careers.

<company>.com or jobs.<company>.com, where <company> is the name of the customer's organization. These naming conventions are preferred because they:

Indicate the purpose of the site, which is to showcase the career opportunities and the job openings of the customer.

Enhance the search engine optimization (SEO) of the site, which helps to rank higher in the search results and attract more traffic and candidates.

Maintain the branding and identity of the customer, which helps to build trust and recognition among the candidates and the visitors. Simplify the domain management and maintenance, which reduces the complexity and the cost of the site administration.

The other two options are incorrect because:

<company>.careers.com: This naming convention is not recommended because it uses a generic top-level domain (TLD) of .com, which does not indicate the specific country or region of the customer. This could cause confusion and ambiguity among the candidates and the visitors, especially if the customer operates in multiple markets or locations. Moreover, this naming convention could conflict with other existing domains that use the same TLD and the same prefix of careers.

<company>.com/jobs: This naming convention is not recommended because it uses a subdirectory or a subfolder of /jobs, rather than a subdomain. This could affect the performance and the security of the site, as well as the SEO ranking. For example, using a subdirectory could slow down the loading speed of the site, as it shares the same server and the same resources with the main domain. It could also expose the site to more risks and vulnerabilities, as it inherits the same security settings and the same certificates as the main domain. Furthermore, using a subdirectory could lower the SEO ranking of the site, as it competes with the main domain and the other subdirectories for the same keywords and the same authority.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

[THR84 - SAP SuccessFactors Recruiting: Candidate Experience Academy]

[THR84 - Unit 2: Site Setup]

NEW QUESTION # 71

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form.
- B. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.
- C. Existing candidates are NOT able to complete new fields on a data capture form.
- D. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:

* Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.

* SAP Documentation Excerpt: From theRecruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."

* Reasoning: The email, sent viaRecruiting Email Triggers, might include a personalized link (e.

g., careers.bestrun.com/update-form?token=XYZ), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.

* Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" tojohn.

doe@email.com, linking to a form where John adds "Project Management" to his profile.

* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.

* SAP Documentation Excerpt: From theCandidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form

submission."
* Reasoning: After logging in at careers.bestrun.com/login, the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.
* Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.
* Option A (To complete any missing fields, the recruiter generates a code for the candidate to use):
Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.
* Option B (Existing candidates are NOT able to complete new fields): Incorrect. Existing candidates can update fields via campaigns or profiles, as long as the form or profile settings allow it. SAP's candidate data management processes support C and D as viable solutions. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 72
Candidate Relationship Management
Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold, Store Size, and Location. What are the steps to achieve this use case? Note: There are 3 correct answers to this question.

- A. Ensure that the location foundation object is enabled and that all required locations have been created.
- B. Create custom generic objects for Goods Sold and Store Size.
- C. When naming the talent pool, list all of the attributes and their values.
- D. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- E. Edit the talent pool and select values for the additional attributes.

Answer: A,B,E

Explanation:
To achieve this use case, you need to do the following:
Create custom generic objects for Goods Sold and Store Size in the Metadata Framework (MDF). These objects will store the values for the attributes of the stores. You also need to create associations between these objects and the standard Location Foundation Object.
Ensure that the location foundation object is enabled and that all required locations have been created in the Manage Data tool. You also need to assign values for Goods Sold and Store Size to each location.
Edit the talent pool and select values for the additional attributes. You can use the standard filter fields in SAP SuccessFactors HXM Suite to filter candidates by location, and then use the custom filter fields to filter candidates by Goods Sold and Store Size. You can also name the talent pool according to the attributes and their values.
Reference:
SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Talent Pools SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%

NEW QUESTION # 73
Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- B. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- C. Customers need to renew XML job feeds annually.
- D. All of the customer's jobs are included in a standard XML Feed.

Answer: A,B

NEW QUESTION # 74
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