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Complete Guide to SAP C_THR84_2411 Exam Preparation

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 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 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 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 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"> • 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	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q41-Q46):

NEW QUESTION # 41

When moving a Career Site Builder site to production which four XML files must you export for the move to production?

- A. Site Settings Career Site Builder Settings Category pages Translations
- B. Site Settings Career Site Builder Settings Content pages Translations
- C. Candidate Profile Site Settings Translations Category pages
- D. Content pages Category pages Job Layouts Career Site Builder Settings

Answer: A

NEW QUESTION # 42

What could delay the completion of the localization of your customer's career site?

Note: There are 3 correct answers to this question.

- A. The consultant did NOT include all of the text for the default locale in the configuration workbook.
- B. The customer requested changes to the localization of system text in Career Site Builder.
- C. The customer has NOT approved the default locale.
- D. Google Translate did NOT contain all of the terms in the text for your customer's site.
- E. The customer translated html tags tokens in the locale columns of the configuration workbook.

Answer: A,B,C

NEW QUESTION # 43

Which of the following is an SAP leading practice regarding the blackout period?

- A. When a change is made to a job requisition, you can expect a delay of up to 24 hours for the job to be moved to the Career Site Builder site via Real-time Job Sync.
- B. After the release information is updated in the What's New Viewer, you may NOT discuss with customers what is included in the release.
- C. When the update code is pushed to Preview, you CANNOT move the Career Site Builder site to Production until after the Production release is complete.
- D. After a Career Site Builder page is published, you may need to wait a few minutes before you can publish additional changes to that page.

Answer: C

Explanation:

According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course¹, the blackout period is a time frame during which you should not move your Career Site Builder site to Production. This is because the update code is pushed to Preview first, and then to Production later, usually within a week. If you move your site to Production during this time, you may encounter issues or inconsistencies due to the different code versions. Therefore, the SAP leading practice is to wait until the Production release is complete before moving your site to Production¹.

The other options are not related to the blackout period, but rather to other aspects of the Career Site Builder functionality. For example:

Option B refers to the Real-time Job Sync feature, which allows you to sync job requisitions from Recruiting Management to Career Site Builder without any delay. However, this feature requires additional configuration and activation, and it may not be available for all customers².

Option C refers to the caching mechanism of Career Site Builder, which may cause a slight delay between publishing a page and seeing the changes on the live site. This is normal and expected, and it does not affect the functionality of the site³.

Option D refers to the What's New Viewer, which is a tool that provides information about the new features and enhancements in each release of SAP SuccessFactors. This tool is available for both administrators and end users, and it can be accessed from the SAP SuccessFactors homepage or from the Help Center. There is no restriction on discussing the release information with customers, as long as it is accurate and relevant⁴. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Real-time Job Sync, Career Site Builder Caching, What's New Viewer

NEW QUESTION # 44

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

Answer: D

NEW QUESTION # 45

Move to Production

When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Content pages, Category pages, Job Layouts, Career Site Builder Settings
- B. Candidate Profile, Site Settings, Translations, Category pages
- C. Site Settings, Career Site Builder Settings, Content pages, Translations
- D. Site Settings, Career Site Builder Settings, Category pages, Translations

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