C_THR84_2411 Exam Overviews - Practice C_THR84_2411 Exam Pdf

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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SAP C_THR84_2411 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q25-Q30):

NEW QUESTION # 25
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. Site Settings, Career Site Builder Settings, Content pages, Translations
- C. Candidate Profile, Site Settings, Translations, Category pages
- D. Site Settings, Career Site Builder Settings, Category pages, Translations

Answer: D

Explanation:

Option B is correct because when moving a Career Site Builder site to production, you need to export four XML files: Site Settings, Career Site Builder Settings, Category pages, and Translations1. These files contain the configuration and content of your site, such as the site name, URL, logo, theme, layout, language, categories, and pages1.

Option A is incorrect because Content pages and Job Layouts are not required to export for the move to production. Content pages are automatically generated from the Category pages, and Job Layouts are part of the Career Site Builder Settings1.

Option C is incorrect because Candidate Profile is not an XML file that can be exported from Career Site Builder. Candidate Profile is a feature that allows candidates to create and manage their profiles on the career site.

Option D is incorrect because Content pages are not required to export for the move to production, as explained above.

Reference:

1: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs

2: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

3: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training

[4]: SAP SuccessFactors Recruiting | SAP Help Portal

NEW QUESTION # 26

What are some leading practices to ensure that a website is accessible?

Note: There are 2 correct answers to this question.

- A. Carefully review the site's code to look for issues with tagging other elements.
- B. Ask people in your IT department to test the site.
- C. Ask people with disabilities to test the site.
- D. Review the site using assistive technology such as a screen reader or online accessibility checker.

Answer: C,D

NEW QUESTION # 27

What are some leading practices regarding text on websites?Note: There are 3 correct answers to this question.

- A. Use half the word count or less than conventional writing.
- B. Avoid using bulleted or numbered lists.
- C. Break up lengthy content and separate with headings.
- D. Use high contrast text, for example, black text on a white background.
- E. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Answer: A,C,D

Explanation:

Text on websites is an important element of the candidate experience, as it conveys information, instructions, and messages to the visitors. Some leading practices regarding text on websites are:

Use high contrast text, for example, black text on a white background: High contrast text improves readability and accessibility, as it makes the text stand out from the background and reduces eye strain. High contrast text also helps people with visual impairments or color blindness to perceive the text better. You can use the Color Contrast Analyzer tool1 to check the contrast ratio of your text and background colors.

Use half the word count or less than conventional writing: Web users tend to scan rather than read text, so it is important to use concise and clear language that conveys the main points quickly and effectively. You can use the Hemingway Editor tool2 to check the readability and simplicity of your text and eliminate unnecessary words, passive voice, or complex sentences.

Break up lengthy content and separate with headings: Long blocks of text can be overwhelming and boring for web users, so it is advisable to break up the content into smaller chunks and use headings to organize and label them. Headings help web users to navigate and find the information they need, and also improve the SEO (search engine optimization) of your site. You can use the HTML Heading Structure tool3 to check the hierarchy and consistency of your headings.

Avoid using bulleted or numbered lists: This is not a correct answer, because bulleted or numbered lists are useful for presenting multiple items or steps in a concise and structured way. Lists help web users to scan and comprehend the information easily, and also add visual variety to the text. However, you should avoid using too many or too long lists, as they can lose their impact and clarity. You can use the List-o-matic tool4 to generate HTML code for your lists.

Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial): This is not a correct answer, because the choice of font depends on the purpose, audience, and style of your site. Serif fonts have small strokes or lines at the end of the letters, while sans-serif fonts do not. Serif fonts are usually considered more traditional, formal, and elegant, while sans-serif fonts are more modern, casual, and simple. However, there is no definitive rule on which font is better for web text, as both have their

advantages and disadvantages. You can use the Font Squirrel tool to find and download free web fonts for your site. Reference:

NEW QUESTION # 28
Career Site Builder Global Settings and Global Styles
What must you consider when configuring custom headers in Career Site Builder?

- A. The Logo component is required.
- B. Each component in a custom header must be configured on a separate row.
- C. If a custom header is configured, then all of the headers on the career site must be custom.
- D. The same custom layout is displayed on both desktop and mobile devices.

Answer: A

Explanation:
Option C is correct because the Logo component is required when configuring a custom header in Career Site Builder. The Logo component displays the customer's logo and links to the home page of the career site. It is the only component that cannot be removed or replaced in a custom header1.
Option A is incorrect because if a custom header is configured, then only the headers that use the same brand and locale as the custom header will be affected. The other headers on the career site will use the default header style or the header style that is configured for their brand and locale1.
Option B is incorrect because the custom layout for desktop and mobile devices can be different. Career Site Builder allows you to configure the custom header components separately for the Desktop Layout and the Mobile Layout tabs. You can add, remove, or rearrange the components for each layout to optimize the user experience on different devices1.
Option D is incorrect because each component in a custom header can be configured on the same row or on a different row, depending on the desired layout. Career Site Builder allows you to drag and drop the components to the header rows and columns and adjust the width and alignment of each component1.
Reference:
1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification
2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning
3: Configuring a Custom Header | SAP Help Portal

NEW QUESTION # 29
Assume that you have set up run Recruiter Sync but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue?
Note: There are 2 correct answers to this question.

- A. Check the Export Jobs to CSV log from Command Center.
- B. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- C. Check the Export Automated Process Logs from Command Center.
- D. Check that each user has a unique email address.

Answer: C,D

NEW QUESTION # 30
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