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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 Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which of the following are leading practices for using images on a Career Site Builder site?

Note: There are 3 correct answers to this question.

- A. Unique alt text should be populated for all images in all languages.
- B. Do NOT use embedded text on images.
- C. Alt Text is NOT required for logos on the site.
- D. Select images that have a strong focal point.
- E. All images on a Career Site Builder site should be oriented as portrait NOT landscape.

Answer: A,B,D

NEW QUESTION # 52

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Colors
- B. Footers
- C. Social share
- D. Headers
- E. Site banner

Answer: A,B,D

NEW QUESTION # 53

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- A. A new site map is created delivered to Google Bing weekly.
- B. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- C. CSB supports creating Category pages to host jobs which helps build SEO value more than specific job postings.
- D. The jobs posted to CSB sites are accessible to website crawlers.
- E. CSB uses metadata to help ensure that jobs pages are search engine-friendly.

Answer: C,D,E

NEW QUESTION # 54

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. What are the steps to achieve this use case?

Note: There are 2 correct answers to this question.

- A. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- B. Edit the talent pool select values for the additional attributes.
- C. When naming the talent pool list all of the attributes their values.
- D. Create custom generic objects for Goods Sold Store Size.

Answer: B,D

NEW QUESTION # 55

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- **A. Auto-populate from a saved search.**
- **B. Add from the Applicant Workbench.**
- C. Candidates can add themselves.
- D. Add from an email campaign.
- **E. Add from a Candidate Search.**

Answer: A,B,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Talent pools store candidates for future roles:

* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."

* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."

* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.

* SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."

* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.

* Option E: Incorrect. Candidates cannot self-add to internal talent pools. SAP's talent pool features support A, B, D. References: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 56

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