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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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 3	• 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 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	• 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 6	• 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 7	• 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 8	• 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 9	• 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 10	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q21-Q26):

NEW QUESTION # 21
Your customer would like to take advantage of the enhanced search capabilities for location.
Which of these steps below are required?
Note: There are 2 correct answers to this question.

- A. Map each Job Location Generic Object to a Location Foundation Object.
- B. Configure multi-locations for the locations.
- C. Configure Job Location Generic Objects.
- D. Enable the Unified Data Model in Career Site Builder.

Answer: C,D

NEW QUESTION # 22
What happens if a candidate is navigating the Career Site Builder site clicks to access a branded page that has NOT been built?

- A. An error message will be displayed.
- B. The page for the default brand will display.
- C. A message will display asking the candidate to select a brand.
- D. The home page for that brand will display.

Answer: A

NEW QUESTION # 23
What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call?
Note: There are 2 correct answers to this question.

- A. Finish the CSB Configuration Workbook.
- B. Review the statement of work (SOW).
- C. Develop the CSB project plan.
- D. Assist the customer to complete the Readiness Checklist.

Answer: B,D

NEW QUESTION # 24
When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are
2 correct answers to this question.

- A. Withdrawn by Candidate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

Answer: B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting. Let's identify exceptions:
* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "'Invited to Apply' does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "'Forwarded' is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate- facing pipeline status."
* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
* Why B, C: These are pre- or non-pipeline states, per SAP's mapping rules. SAP's status mapping guidelines support B and C.References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

NEW QUESTION # 25
What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Use an online accessibility checker, such as WAVE, to test the site.

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

Answer: A,B,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Accessibility ensures that the Career Site Builder (CSB) site complies with standards like WCAG 2.1, benefiting all users, including those with disabilities:
* Option A (Ask people with disabilities to test the site): Correct. User testing by individuals with disabilities provides real-world feedback on accessibility, aligning with SAP's emphasis on inclusive design in CSB implementations.
* Option D (Use an online accessibility checker, such as WAVE, to test the site): Correct. Tools like WAVE identify issues (e.g., missing alt text, contrast errors) efficiently, a recommended practice in SAP's accessibility guidelines.
* Option E (Review the site using assistive technology such as a screen reader like JAWS or NVDA): Correct. Testing with screen readers ensures compatibility with assistive technologies, a critical step per WCAG and SAP best practices.
* Option B (Ask people in your IT department to test the site): Incorrect. While IT testing is valuable, it doesn't specifically address accessibility unless the testers have expertise or disabilities, making it less targeted than A, D, or E.
* Option C (Carefully review the site's code to look for issues with tagging and other elements):
Incorrect as a "leading practice." Manual code review is time-consuming and less practical compared to automated tools (D) or user testing (A, E), though it can supplement them.SAP'sCareer Site Builder Accessibility Guideand WCAG principles support A, D, E as leading practices.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide; WCAG 2.1 Guidelines.

NEW QUESTION # 26
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