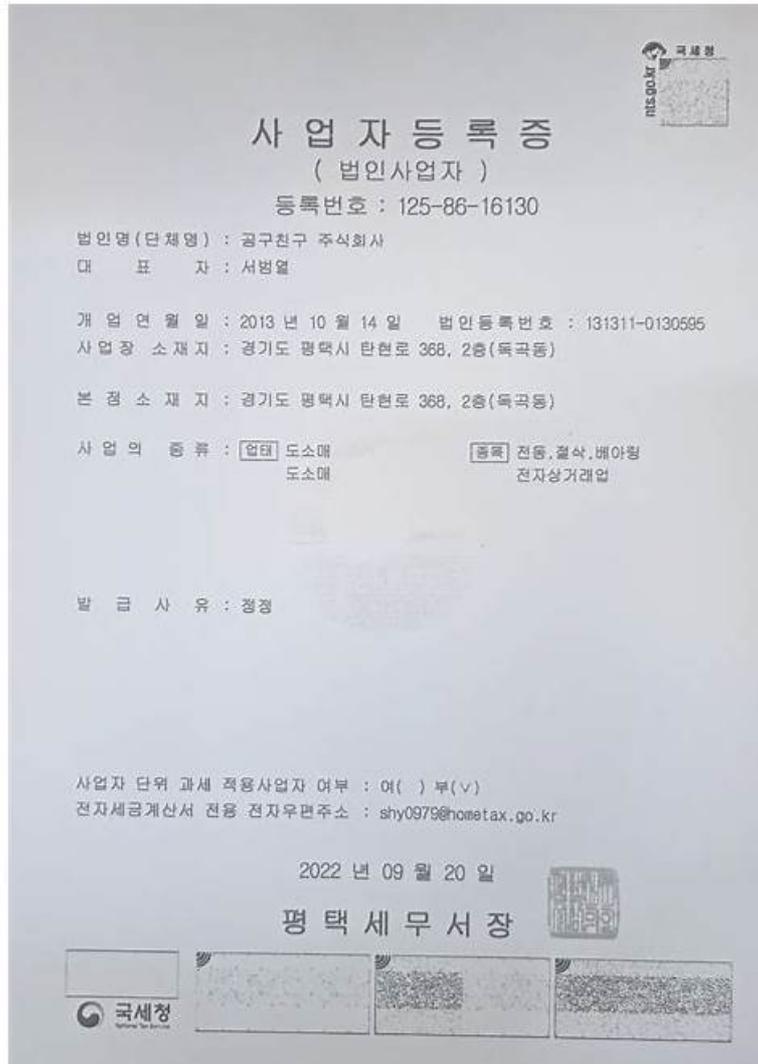


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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none"> • 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	<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 6	<ul style="list-style-type: none"> • 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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Standard XML feeds automate job distribution:

* Option A (One standard XML feed is included in the statement of work for a standard recruiting implementation): Correct. The SOW includes one feed as a baseline service.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A standard recruiting implementation includes the creation of one standard XML feed within the statement of work to support automated job distribution."

* Option D (All of the customer's jobs are included in a standard XML feed): Correct. Standard feeds aggregate all active jobs

unless filtered.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The standard XML feed includes all of the customer's active job requisitions by default, providing comprehensive distribution to supported job boards."

* Option B (Customers need to renew XML job feeds annually): Incorrect. Feeds don't require annual renewal; they persist unless reconfigured.

* Option C (The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center): Incorrect. FTP is an option, but not the leading practice; real-time sync is preferred. SAP's feed specifications confirm A and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 14

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

Answer: B,C,D

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 # 15

Your customer is interested in learning more about Career Site Builder (CSB). What are some of the advantages of building a career site with CSB? Note: There are 3 correct answers to this question.

- A. Customers can update their CSB career sites on their own.
- B. The customer's CSB site will precisely match the branding on their corporate site.
- C. Customers can differentiate the functionality and styling of their site through the use of custom plugin components.
- D. Customers can have multiple domain names for their branded site.
- E. Candidates can apply for jobs on a mobile device or a tablet.

Answer: A,D,E

Explanation:

Career Site Builder (CSB) is a tool that allows customers to create and manage their own career sites without the need for coding or technical skills. Some of the advantages of building a career site with CSB are:

Candidates can apply for jobs on a mobile device or a tablet, as CSB sites are responsive and adaptive to different screen sizes and orientations. This enhances the candidate experience and accessibility of the site.

Customers can update their CSB career sites on their own, as CSB provides a user-friendly interface and a preview mode that allows customers to see the changes before publishing them. This gives customers more control and flexibility over their site content and design.

Customers can have multiple domain names for their branded site, as CSB supports the use of custom domains and subdomains for

different languages, regions, or brands. This allows customers to tailor their site to different audiences and markets.

NEW QUESTION # 16

In addition to their Career Site Builder (CSB) site some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally linked with their CSB site?

- A. Category page
- B. Content page
- C. Map page
- D. Landing page

Answer: D

Explanation:

Implement Advanced Analytics

NEW QUESTION # 17

Your customer is considering implementing Advanced Analytics.

What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Allows customers to track direct indirect recruiting costs for job postings
- B. Provides insight into which sources are delivering high-quality candidates
- C. Allows customers to drill into recruiting data such as dates brands job categories
- D. Allows customers to evaluate trends in source performance over time
- E. Provides a variety of options for generating graphics to display report results

Answer: A,B,E

NEW QUESTION # 18

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