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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 (Q14-Q19):

NEW QUESTION # 14
Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- B. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- C. Enable your customer's Source Tracker options from Command Center.
- D. When setting up the Source Tracker for your customer, enable all possible sources.
- E. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.

Answer: A,B,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Source Tracker in SAP SuccessFactors Recruiting Marketing (RMK) tracks candidate origins for analytics:
* Option B (Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs): Correct. Tracking links append source data to job URLs, feeding into Advanced Analytics for performance insights on manual postings.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "For manually posted jobs, adding a tracking link generated via Source Tracker ensures that source data is captured and reported in Advanced Analytics, providing visibility into candidate origins."
* Option C (If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created): Correct. If a desired source isn't listed, a support ticket is the standard process to request its addition.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "If a customer-requested source is not available in the Site Source Editor, consultants should submit a support ticket via the SAP Support Portal to request the creation of the new source."
* Option E (Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder): Correct. This ensures accurate source attribution for manual postings.
* SAP Documentation Excerpt: From theRecruiting Marketing Guide: "Recruiters should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder before manually posting jobs online to ensure proper source tracking and reporting."
* Option A (Enable your customer's Source Tracker options from Command Center): Incorrect.
Source Tracker is configured in CSB's Site Source Editor or Recruiting settings, not Command Center, which manages broader RMK tasks.
* Option D (Enable all possible sources): Incorrect. Enabling all sources without customer input risks clutter and inefficiency; only relevant sources should be activated.SAP's leading practices for Source Tracker support B, C, E.References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Advanced Analytics Guide.

NEW QUESTION # 15
A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form.
- B. Existing candidates are NOT able to complete new fields on a data capture form.
- C. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.
- D. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:

* Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.

* SAP Documentation Excerpt: From theRecruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."

* Reasoning: The email, sent viaRecruiting Email Triggers, might include a personalized link (e.

g., careers.bestrun.com/update-form?token=XYZ), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.

* Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" tojohn.

doe@email.com, linking to a form where John adds "Project Management" to his profile.

* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.

* SAP Documentation Excerpt: From theCandidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form submission."

* Reasoning: After logging in at careers.bestrun.com/login, the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.

* Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.

* Option A (To complete any missing fields, the recruiter generates a code for the candidate to use):

Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.

* Option B (Existing candidates are NOT able to complete new fields): Incorrect. Existing candidates can update fields via campaigns or profiles, as long as the form or profile settings allow it.SAP's candidate data management processes support C and D as viable solutions.References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 16

You have created a data capture form. What are some options when adding the form to a Landing page?Note: There are 3 correct answers to this question.

- A. You can add or remove fields on the data capture form.
- B. You can configure a specific job alert associated with candidates who submit the form.
- C. You can modify the messages displayed after the candidate submits the form.
- D. You can configure the options when a candidate already has a candidate profile.
- E. You can customize the instructions to complete the form.

Answer: B,C,E

Explanation:

You can create a data capture form to collect information from candidates who visit your career site. You can use the form to build your talent pool, segment your candidates, and send them personalized communications. When you add the form to a Landing page, you have some options to customize the form and its behavior. Some of these options are:

You can configure a specific job alert associated with candidates who submit the form. This allows you to send relevant job notifications to the candidates based on their preferences and qualifications1.

You can customize the instructions to complete the form. This allows you to provide clear and concise guidance to the candidates on how to fill out the form and what information is required2.

You can modify the messages displayed after the candidate submits the form. This allows you to thank the candidates for their interest, confirm their submission, and provide any additional information or next steps3.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Candidate Relationship Management, Lesson: Creating Data Capture Forms, Slide 11 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 5: Candidate Relationship Management, Lesson: Creating Data Capture Forms, Slide 12 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Candidate Relationship Management 11% - 20%

NEW QUESTION # 17

Candidate Experience Overview and Project Kickoff

What are some key features of a fully hosted Career Site Builder (CSB) site?Note: There are 2 correct answers to this question.

- **A. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.**
- B. The customer maintains their own career site in addition to the CSB career site.
- C. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- **D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.**

Answer: A,D

Explanation:

Some key features of a fully hosted Career Site Builder (CSB) site are:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site. This will provide a seamless and branded experience for the candidates and allow them to explore the company's culture, values, and opportunities1.

All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site. This will enable the candidates to find and apply for jobs that match their interests and qualifications, and also learn more about the company's benefits, diversity, and social responsibility2.

The other options are not valid features of a fully hosted CSB site:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system. This will create a disjointed and unappealing experience for the candidates and may discourage them from applying or returning to the site3.

The customer maintains their own career site in addition to the CSB career site. This will create duplication and inconsistency of content and design, and also increase the maintenance and cost for the customer4.

NEW QUESTION # 18

Other Career Site Setup

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site?Note: There are 2 correct answers to this question.

- **A. careers.<company>.com**
- B. <company>.careers.com
- **C. jobs.<company>.com**
- D. <company>.com/jobs

Answer: A,C

Explanation:

When setting up a subdomain for a customer's Career Site Builder site, the recommended naming convention is to use either careers.<company>.com or jobs.<company>.com, where <company> is the name of the customer's organization. These naming conventions are preferred because they:

Indicate the purpose of the site, which is to showcase the career opportunities and the job openings of the customer.

Enhance the search engine optimization (SEO) of the site, which helps to rank higher in the search results and attract more traffic and candidates.

Maintain the branding and identity of the customer, which helps to build trust and recognition among the candidates and the visitors.

Simplify the domain management and maintenance, which reduces the complexity and the cost of the site administration.

The other two options are incorrect because:

<company>.careers.com: This naming convention is not recommended because it uses a generic top-level domain (TLD) of .com, which does not indicate the specific country or region of the customer. This could cause confusion and ambiguity among the candidates and the visitors, especially if the customer operates in multiple markets or locations. Moreover, this naming convention could conflict with other existing domains that use the same TLD and the same prefix of careers.

<company>.com/jobs: This naming convention is not recommended because it uses a subdirectory or a subfolder of /jobs, rather than a subdomain. This could affect the performance and the security of the site, as well as the SEO ranking. For example, using a subdirectory could slow down the loading speed of the site, as it shares the same server and the same resources with the main domain. It could also expose the site to more risks and vulnerabilities, as it inherits the same security settings and the same certificates as the main domain. Furthermore, using a subdirectory could lower the SEO ranking of the site, as it competes with the main domain and the other subdirectories for the same keywords and the same authority.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

[THR84 - SAP SuccessFactors Recruiting: Candidate Experience Academy]

[THR84 - Unit 2: Site Setup]

NEW QUESTION # 19

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