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SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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 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"> • 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 4	<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 5	<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.

>> C-THR84-2411 Exam Questions And Answers <<

C-THR84-2411 Exam Questions And Answers: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience - Valid SAP C-THR84-2411 Certification Exam Cost

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

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

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Images in Career Site Builder (CSB) enhance visual appeal and accessibility, requiring careful consideration to meet standards like WCAG 2.1. Let's delve into the options:

* Option A (Select images that have a strong focal point): Correct. Images with a clear focus (e.g., a person's face) engage candidates and improve visual hierarchy.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Leading practice recommends selecting images with a strong focal point to draw candidate attention and enhance the visual experience on the CSB site."

* Reasoning: A photo of a smiling employee on careers.bestrun.com/home stands out over a blurry group shot, guiding the eye to key content. This is configured in CSB > Pages > Image Upload.

* Practical Example: For "Best Run," choosing an image of a team leader for the "About Us" page increases engagement.

* Option C (Do NOT use embedded text on images): Correct. Embedded text (e.g., "Join Us" on a banner) isn't accessible to screen readers or searchable, violating SEO and accessibility norms.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Avoid using embedded text on images, as it cannot be read by screen readers and may not be indexed by search engines; use alt text instead."

* Reasoning: Instead of embedding "Apply Now" on an image, use HTML text with CSS styling in CSB > Global Styles, ensuring accessibility for users with JAWS.

* Practical Example: "Best Run" replaces a text-over-image banner with a styled "Apply Now" button.

* Option E (Unique alt text should be populated for all images in all languages): Correct. Alt text describes images for accessibility and must reflect content in each locale.

- * SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Populate unique alt text for all images in each language to ensure accessibility and relevance for candidates across locales."
- * Reasoning: For an image of a team on careers.bestrun.com, alt text is "Best Run team meeting" (en_US) and "Reunion de l'equipe Best Run" (fr_FR), set in CSB > Pages > Image Settings.
- * Practical Example: "Best Run" updates alt text for a logo across en_US, fr_FR, and es_ES.
- * Option B (Alt Text is NOT required for logos): Incorrect. WCAG 2.1 mandates alt text for all images, including logos, for accessibility (e.g., "Best Run Logo").
- * Option D (All images should be oriented as portrait): Incorrect. Orientation (portrait or landscape) depends on design needs, not a universal rule.
- * Why A, C, E: These align with accessibility and engagement standards, per SAP. SAP's accessibility guidelines support A, C, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 13

You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud. In which of the following pages can you configure the skills cloud component?

- **A. Job Page**
- B. Home Page
- C. Category Page
- D. Landing Page

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Skills Cloud component visually displays job skills as a word cloud, enhancing candidate understanding of role requirements. Let's determine the appropriate page:

- * Option D (Job Page): Correct. The Skills Cloud is configured on the Job Page, where individual job details are presented.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Skills Cloud component can be added to the Job Page in Career Site Builder, displaying a word cloud of skills pulled from the job requisition to highlight key competencies for that role."
- * Reasoning: On careers.bestrun.com/job/123 (a Job Page), the Skills Cloud might show "Java, SQL, Teamwork" sized by relevance, derived from the requisition's skills field via the Unified Data Model (UDM). This placement provides context for a specific job.
- * Practical Example: For a "Software Engineer" job at "Best Run," the cloud emphasizes "Python" (large) and "Agile" (smaller), configured in CSB > Job Layouts > Add Component, tested in a sandbox.
- * Option A (Landing Page): Incorrect. Landing Pages focus on campaigns or forms (e.g., a hiring event page), not individual job skill displays.
- * Option B (Category Page): Incorrect. Category Pages list multiple jobs (e.g., "Sales Jobs"), not detailed skill clouds for a single role.
- * Option C (Home Page): Incorrect. The Home Page highlights featured jobs or branding, not specific skill visualizations.
- * Why D: The Job Page is the logical placement for role-specific visuals, per SAP's component design. SAP's Skills Cloud documentation supports D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Skills Cloud).

NEW QUESTION # 14

Job Data Leading Practices

What are some leading practices when creating job descriptions in the requisition?

- **A. Place the most unique information about the job at the top of the job description.**
- B. Do NOT include bullets in job descriptions as they will not display in the career site.
- **C. Include information in the job description such as company information and benefits.**
- D. Add an image to the job description to attract more attention.

Answer: A,C

Explanation:

When creating job descriptions in the requisition, it is important to follow some leading practices to ensure that the job descriptions are clear, concise, and compelling. According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course, some of the leading practices are:

Place the most unique information about the job at the top of the job description: This practice helps to capture the attention of the candidates and highlight the main selling points of the job. The most unique information could include the job title, location, summary, or key responsibilities.

Include information in the job description such as company information and benefits: This practice helps to showcase the employer brand and value proposition, and to motivate the candidates to apply for the job. The company information and benefits could include the company culture, vision, mission, values, awards, or recognition.

The following practices are not recommended:

Add an image to the job description to attract more attention: This practice may not be effective, as the image may not display properly on the career site or on external job boards. Moreover, the image may distract the candidates from the actual content of the job description, or may not be relevant to the job.

Do NOT include bullets in job descriptions as they will not display in the career site: This practice is incorrect, as bullets can be used in job descriptions and they will display in the career site. Bullets can help to organize the information in the job description and make it easier to read and scan.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration: This course covers the configuration and administration of the candidate experience features, such as Career Site Builder, Candidate Relationship Management, and Advanced Analytics. It also provides best practices and tips for creating job descriptions in the requisition.

NEW QUESTION # 15

Your customer has defined 10 categories. They require 2 languages and 2 brands on their career site, and want the same Category pages represented for all brands and languages. How many Category pages should be created?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: C

Explanation:

The number of Category pages that should be created for a career site with 10 categories, 2 languages, and 2 brands is 40. This is because each Category page needs to be created for each combination of language and brand, to ensure that the content and layout are consistent and appropriate for each audience. For example, if the categories are Accounting, Engineering, Marketing, Sales, IT, HR, Finance, Operations, Customer Service, and Legal, and the languages are English and French, and the brands are Brand A and Brand B, then the following Category pages need to be created:

Accounting - English - Brand A
Accounting - English - Brand B
Accounting - French - Brand A
Accounting - French - Brand B
Engineering - English - Brand A
Engineering - English - Brand B
Engineering - French - Brand A
Engineering - French - Brand B
Marketing - English - Brand A
Marketing - English - Brand B
Marketing - French - Brand A
Marketing - French - Brand B
Sales - English - Brand A
Sales - English - Brand B
Sales - French - Brand A
Sales - French - Brand B
IT - English - Brand A
IT - English - Brand B
IT - French - Brand A
IT - French - Brand B
HR - English - Brand A
HR - English - Brand B
HR - French - Brand A
HR - French - Brand B
Finance - English - Brand A

Finance - English - Brand B
Finance - French - Brand A
Finance - French - Brand B
Operations - English - Brand A
Operations - English - Brand B
Operations - French - Brand A
Operations - French - Brand B
Customer Service - English - Brand A
Customer Service - English - Brand B
Customer Service - French - Brand A
Customer Service - French - Brand B
Legal - English - Brand A
Legal - English - Brand B
Legal - French - Brand A
Legal - French - Brand B

Therefore, the total number of Category pages is $10 \times 2 \times 2 = 40$. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 16

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Create a new header and footer for each translated page.
- B. Export the default language to an XML file, enter the translations, and import.
- C. Enter the translations into the Translations menu in CSB.
- D. Duplicate the page from the base locale and enter the translations on the duplicated pages.

Answer: B,C

Explanation:

According to the SAP Help Portal, some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB) are:

Enter the translations into the Translations menu in CSB. This is the recommended method for entering translations for labels, buttons, messages, and other text elements that are used throughout the CSB site. You can access the Translations menu from the Tools tab in CSB, and select the language and the category of the text element you want to translate. You can also search for a specific text element by its name or value. You can enter the translations manually or import them from an XML file¹.

Export the default language to an XML file, enter the translations, and import. This is an alternative method for entering translations for text elements, especially if you have a large number of translations to enter. You can export the default language (usually English) to an XML file from the Translations menu in CSB, and then use a text editor or a spreadsheet program to enter the translations for each text element. You can then import the XML file back to CSB, and the translations will be applied to the corresponding text elements¹.

Duplicate the page from the base locale and enter the translations on the duplicated pages is not a leading practice to enter language translations for customer-specific content into CSB. This is because duplicating pages creates unnecessary maintenance and complexity, as you have to update each page separately whenever you make a change. Instead, you should use the Locale feature in CSB, which allows you to create different versions of the same page for different languages. You can access the Locale feature from the Pages tab in CSB, and select the base page and the language you want to create a new version for. You can then enter the translations for the page content, such as titles, headings, paragraphs, etc. You can also use the Translations menu to translate the text elements that are used on the page².

Create a new header and footer for each translated page is not a leading practice to enter language translations for customer-specific content into CSB. This is because creating new headers and footers for each language adds unnecessary duplication and inconsistency, as you have to manage multiple versions of the same components. Instead, you should use the Locale feature in CSB, which allows you to create different versions of the same header and footer for different languages. You can access the Locale feature from the Components tab in CSB, and select the base header or footer and the language you want to create a new version for. You can then enter the translations for the header or footer content, such as logos, links, menus, etc. You can also use the Translations menu to translate the text elements that are used in the header or footer². Reference: Career Site Builder Translations, Career Site Builder Locales

NEW QUESTION # 17

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