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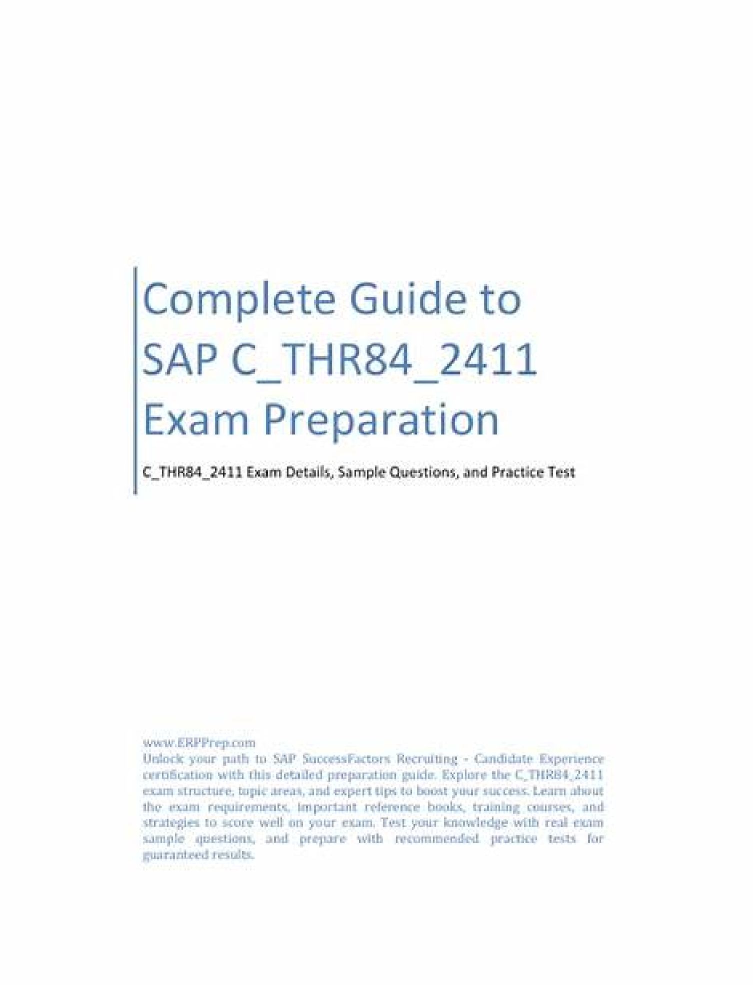

Complete Guide to
SAP C_THR84_2411
Exam Preparation

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 (Q59-Q64):

NEW QUESTION # 59
What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Carefully review the site's code to look for issues with tagging and other elements.
- 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. Use an online accessibility checker, such as WAVE, to test the site.
- E. Ask people with disabilities to test the site.

Answer: B,D,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 # 60
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 customize the instructions to complete the form.
- B. You can configure the options when a candidate already has a candidate profile.
- C. You can add or remove fields on the data capture form.
- D. You can modify the messages displayed after the candidate submits the form.
- E. You can configure a specific job alert associated with candidates who submit the form.

Answer: A,D,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 # 61

For sites with multiple brands, what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Data capture forms and locales
- B. Colors and images
- C. Cookie Consent Manager and JavaScript
- D. Content and category pages

Answer: A,B

Explanation:
Comprehensive and Detailed In-Depth Explanation:Multi-brand CSB sites allow differentiation to reflect distinct brand identities:
* Option A (Colors and images): Correct. CSB'sGlobal StylesandBrand Configurationlet you customize colors (e.g., palette) and images (e.g., logos, banners) per brand, ensuring visual distinction.
* Option B (Data capture forms and locales): Correct. You can tailor data capture forms (e.g., fields, branding) and locales (e.g., language, region) per brand, enhancing candidate targeting and compliance.
* Option C (Content and category pages): Incorrect as a primary differentiator. While configurable, these are more about site structure than brand distinction, applying across brands unless explicitly branded.
* Option D (Cookie Consent Manager and JavaScript): Incorrect. These are sitewide technical features, not typically differentiated by brand.SAP'sCareer Site Builder Multi-Brand Guidesupports A and B as key differentiation elements.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Multi-Brand Guide.

NEW QUESTION # 62

Career Site Design and Accessibility
When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates?Note: There are 2 correct answers to this question.

- A. Internals and externals may see different page components.
- B. Internals and externals may be able to apply to different jobs.
- C. Internals and externals may see different job layouts.
- D. Internals and externals may see different headers and footers.

Answer: A,B

Explanation:
When internal career site is enabled, you can configure different settings and content for internal employees and external candidates on your Career Site Builder site. This allows you to tailor the candidate experience based on the audience and the business needs. Some of the differences that can be applied are:
Internals and externals may be able to apply to different jobs: You can set up job requisitions to be visible only to internal employees, only to external candidates, or to both. This way, you can control who can view and apply to certain jobs based on their eligibility and suitability. You can also set up different application processes and forms for internals and externals, such as requiring different information or documents, or enabling different integrations or assessments.
Internals and externals may see different page components: You can create different page components for internal employees and external candidates, such as banners, videos, testimonials, or forms. You can also assign different page components to different pages based on the audience, such as showing different messages or images on the home page, category page, or job details page. This way, you can customize the look and feel of your site and provide relevant and engaging content for each group.
Internals and externals may see different headers and footers: This is not a correct answer, because the header and footer settings are global and apply to the entire site, regardless of the audience. You cannot create or assign different headers and footers for internal employees and external candidates. However, you can use the header and footer components to display different links or menus based on the audience, such as showing different career site pages, external sites, or internal resources.
Internals and externals may see different job layouts: This is not a correct answer, because the job layout settings are also global and apply to the entire site, regardless of the audience. You cannot create or assign different job layouts for internal employees and external candidates. However, you can use the job layout components to display different information or actions based on the audience, such as showing different job details, apply buttons, or share options. Reference

NEW QUESTION # 63

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users.What are some of the steps you can take to troubleshoot this issue?Note: There are 2 correct answers to this question.

- A. Check that each user has a unique email address.
- B. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- C. Check the Export Jobs to CSV log from Command Center.
- D. Check the Export Automated Process Logs from Command Center.

Answer: A,D

Explanation:
Recruiter Sync is a process that synchronizes the user data from SAP SuccessFactors Recruiting Management to Career Site Builder. If users do not appear in Career Site Builder after running Recruiter Sync, you can troubleshoot this issue by checking the following:
Check the Export Automated Process Logs from Command Center. This will show you the status and details of the Recruiter Sync process, such as the start time, end time, number of records processed, and any errors or warnings. You can also download the log file for further analysis.
Check that each user has a unique email address. This is a requirement for Recruiter Sync to work properly. If there are duplicate email addresses in the user data, the process will fail and the users will not be synced to Career Site Builder. You can use the User Data File report from Command Center to identify and resolve any duplicate email addresses. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 1: Candidate Experience Overview and Project Kickoff, Lesson: Recruiter Sync, Slide 5-6.

NEW QUESTION # 64

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