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Exam C_THR84_2411 Simulator Online & New C_THR84_2411 Real Test

They make an effort to find reliable and current SAP C_THR84_2411 practice questions for the difficult SAP C_THR84_2411 exam. More challenging than just passing the SAP C_THR84_2411 Certification are the intense anxiety and heavy workload that the candidate must endure to be eligible for the SAP C_THR84_2411 certification.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q73-Q78):

NEW QUESTION # 73
What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from the Applicant Workbench.
- B. Add from an email campaign.
- C. Candidates can add themselves.
- D. Auto-populate from a saved search.
- E. Add from a Candidate Search.

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Talent pools store candidates for future roles:
* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.
* SAP Documentation Excerpt: From theTalent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."
* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
* SAP Documentation Excerpt: From theTalent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
* SAP Documentation Excerpt: From theRecruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.
* Option E: Incorrect. Candidates cannot self-add to internal talent pools.SAP's talent pool features support A, B, D.References: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 74
Which elements need to be checked after a Career Site Builder site is moved from stage to production?

- A. External redirects open in the same browser tab
- B. CSB Role Based Permissions
- C. Advanced Analytics
- D. Site URLs

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:Post-move validation ensures the Career Site Builder (CSB) site functions correctly in the production environment. Let's identify the critical element to check:
* Option D (Site URLs): Correct. Verifying URLs (e.g., careers.company.com) ensures proper routing, accessibility, and DNS resolution after the move from stage to production.
* SAP Documentation Excerpt: From theImplementation Handbook: "After moving the CSB site from stage to production, check the site URLs to confirm they resolve correctly to the production environment and that all pages are accessible to candidates."
* Reasoning: A misconfigured URL (e.g., staging.company.com lingering due to an incomplete DNS update) could block candidate access. Testing involves opening careers.bestrun.com in a browser, pinging the domain, and ensuring it loads the production site (e.g., checking for the correct SSL certificate and content). This step is part of SAP's post-deployment checklist to confirm the site is live and functional.
* Practical Example: For "Best Run Corp," the consultant visits careers.bestrun.com post-move on March 5, 2025, and confirms it displays production jobs, not stage data.
* Option A (External redirects open in the same browser tab): Incorrect. Redirect behavior (e.g., new tab vs. same tab) is a design choice configured pre-move and doesn't require post-move validation unless specifically altered.
* Option B (Advanced Analytics): Incorrect. Advanced Analytics is validated separately post- implementation, not as a direct result of the site move.
* Option C (CSB Role Based Permissions): Incorrect. Permissions are set and tested in stage, not rechecked post-move unless a specific issue arises.
* Why D: Site URLs are the primary indicator of a successful move, ensuring candidates can access the site. SAP's post-production validation supports D.References: SAP SuccessFactors Recruiting:
Candidate Experience - Implementation Handbook (Post-Production Validation).

NEW QUESTION # 75
Your customer requires a branded career site is using the Unified Data Model. What are some of the configuration steps that you must complete?

Note: There are 3 correct answers to this question.

- **A. Map the brand field from Setup Recruiting Marketing Job Field Mapping.**
- **B. Configure the standard Marketing Brand Generic Object.**
- C. Configure a custom Marketing Brand Generic Object.
- D. Create the brands from Manage Data.
- **E. Create a microsite for each brand.**

Answer: A,B,E

NEW QUESTION # 76

The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

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

Answer: D

Explanation:
A content page is a type of page that displays static or dynamic content, such as text, images, videos, or forms. The content of a content page is most often hosted by a customer externally and linked with their CSB site, because the customer may have existing content management systems or web servers that they want to leverage for their career site. For example, a customer may have an external page that showcases their company culture, values, or benefits, and they may want to link that page with their CSB site to provide a consistent and engaging candidate experience. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 3: Career Site Builder Pages and Components, Lesson: Content Page, Slide 3.

NEW QUESTION # 77

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

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

Answer: A,B

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 # 78

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