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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Other Career Site Setup: This section of the exam measures skills of HRIS analysts and focuses on configuring additional site elements not covered under core pages and styles. It includes integrating tracking pixels, links, and secondary configuration options that enhance candidate experience.

Topic 3	• 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	• 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	• 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 6	• 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 7	• 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 8	• Configure Locales: This section of the exam measures skills of implementation consultants and involves enabling and managing multiple languages for the career site. It ensures localized content is correctly displayed to candidates based on their preferred or default language settings.
Topic 9	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q54-Q59):

NEW QUESTION # 54
What must you consider when using custom fonts in Career Site Builder (CSB)?

- A. Ensure that the font is uploaded in a ZIP file.
- B. Remember that only one custom font can be uploaded in CS
- C. Once a custom font is uploaded the fonts of existing components are replaced.
- D. Ensure that the customer owns the font license.

Answer: D

NEW QUESTION # 55
What are some leading practices regarding text on websites?
Note: There are 3 correct answers to this question.

- A. Use a serif font (such as Times New Roman) rather than a sans-serif font (such as Arial).
- B. Break up lengthy content separate with headings.
- C. Use high contrast text for example black text on a white background.
- D. Avoid using bulleted or numbered lists.
- E. Use half the word count or less than conventional writing.

Answer: B,C,E

NEW QUESTION # 56
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. Auto-populate from a saved search.
- D. Candidates can add themselves.
- E. Add from a Candidate Search.

Answer: A,C,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 # 57
Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Create an Account page
- B. Job alerts email template
- C. Search bar
- D. Data capture form

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:TheManage Languagesfeature in Admin Center allows administrators to translate system-generated text labels used across SAP SuccessFactors, including CSB sites. This is distinct from customer-specific content, which is handled differently. Let's analyze the options:
* Option A (Create an Account page): Correct. The "Create an Account" page includes system labels (e.
g., "Username," "Password," "Create Account" button), which are part of the default CSB interface and must be translated usingManage Languagesfor multi-lingual support.
* SAP Documentation Excerpt: From theCareer Site Builder Localization Guide: "Labels on the Create an Account page, such as field names and buttons, are system text translated via Manage Languages in Admin Center for CSB sites."
* Reasoning: These labels are hardcoded by SAP and appear on careers.bestrun.com/register. For a French locale (fr_FR), "Username" becomes "Nom d'utilisateur" via Admin Center > Manage Languages > Translate, ensuring consistency across all CSB instances.
* Practical Example: For "Best Run," a consultant navigates to Admin Center, selects fr_FR, and updates "Create Account" to "Creer un compte," which then reflects on the live site.
* Option B (Data capture form): Incorrect. Data capture forms contain custom fields (e.g., "Skills,"
"Interests") defined by the customer in CSB, not system labels. Translations for these are managed within CSB'sTranslationstool or configuration workbook, notManage Languages.
* Option C (Search bar): Incorrect. The search bar's text (e.g., "Search Jobs") is system text, but its translation is handled in CSB > Tools > Translations, notManage Languages, which focuses on broader system labels.
* Option D (Job alerts email template): Incorrect. Job alerts templates are customized in Admin Center
>E-Mail Notification Templates Settings, where translations are applied directly within the template editor, not viaManage Languages.
* Why A:Manage Languagesis designed for system-wide text (e.g., account creation fields), making A the only applicable option. SAP's localization scope confirms this.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 58

Your new customer will be implemented using the Unified Data Model has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor?

Note: There are 3 correct answers to this question.

- A. Some layouts will have one column some will have two columns some will have three columns.
- B. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- C. The default layout can be used for specific jobs even when the job matches the layout rules for a different job layout.
- D. The Apply Now button should be present only at the bottom of the job page.
- E. Regardless of the number of columns used the search bar must span across the top of all job pages.

Answer: A,B,C

NEW QUESTION # 59

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