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>> C-THR84-2411通過考試 <<

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最新的 SAP Certified Associate C-THR84-2411 免費考試真題 (Q49-Q54):

問題 #49
Which of the following apply regarding the AI Assisted Skills Matching feature enhancement? Note: There are 2 correct answers to this question.

- A. Candidates can upload their resume and AI will analyze and identify skills in their resume and match them to jobs which list the same skills.
- B. The candidate's resume and identified skills will be stored temporarily in the system for one hour.
- C. The candidate will see the top 15 jobs that they have been matched to after their skills have been identified.
- D. This feature allows customers to include a Data Privacy statement for candidates to accept before uploading their resume.

答案：**A,D**

解題說明：
Comprehensive and Detailed In-Depth Explanation:The AI Assisted Skills Matching feature enhances candidate-job alignment:
* Option A (Candidates can upload their resume and AI will analyze and identify skills): Correct. AI parses resumes to extract skills and matches them to job requisitions, improving candidate experience.
* SAP Documentation Excerpt: From theRecruiting Marketing Enhancements Guide: "With AI Assisted Skills Matching, candidates can upload their resumes, and the system uses artificial intelligence to identify skills and match them to relevant job postings."
* Option D (This feature allows customers to include a Data Privacy statement): Correct. Privacy compliance (e.g., GDPR) requires

a consent statement before resume upload.

* SAP Documentation Excerpt: From theRecruiting Marketing Enhancements Guide: "Customers can configure a Data Privacy statement that candidates must accept prior to uploading their resume, ensuring compliance with data protection regulations."

* Option B (The candidate's resume and identified skills will be stored temporarily for one hour):

Incorrect. No specific one-hour limit is documented; storage duration depends on configuration and compliance settings.

* Option C (The candidate will see the top 15 jobs): Incorrect. The number of matches displayed isn't fixed at 15; it's configurable or dynamic based on system settings.SAP's feature description supports A and D.References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Enhancements Guide (AI Features).

問題 #50

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

答案：D

解題說明：

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 x 2 x 2 = 40. Reference:
SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP SuccessFactors Recruiting: Candidate Experience Academy
HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

問題 #51

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Determine when the CSB site went live by generating a date-based report.
- B. Determine when the CSB site went live by running the App Status Audit Trail Report.
- C. Backload the previous data by running Get Data One Time.
- D. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- E. Map to ATS Capture statuses that are no longer in use.

答案：B,C,E

解題說明：

Comprehensive and Detailed In-Depth Explanation:Advanced Analytics (AA) provides recruitment insights, but if not implemented at CSB go-live, retroactive setup is required to capture historical data. Let's break it down:
* Option A (Determine when the CSB site went live by running the App Status Audit Trail Report):
Correct. This report establishes the go-live date, crucial for defining the data range to backload.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "To establish the starting point for data capture when Advanced Analytics is implemented post-CSB go-live, run the App Status Audit Trail Report to determine the exact date the site became active in production."
* Reasoning: Without knowing when careers.bestrun.com went live (e.g., January 15, 2025), you can't sync prior data. The report, accessed via Admin Center > Reporting, logs events like "CSB Production Activation."
* Practical Example: For "Best Run," running this on March 10, 2025, reveals "01/15/2025," setting the backload start.
* Option B (Map to ATS Capture statuses that are no longer in use): Correct. Legacy statuses ensure historical data integrity in AA reports.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "When implementing Advanced Analytics after CSB go-live, map to ATS Capture statuses, including those no longer in use, to accurately reflect historical candidate pipeline data in reports."
* Reasoning: If "Interviewed" was retired in 2024 but used then, mapping it to "Interview Scheduled" in Admin Center > Advanced Analytics Configuration captures past candidates.
* Practical Example: "Best Run" maps "Old Offer" to "Offer Extended" for January data.
* Option C (Backload the previous data by running Get Data One Time): Correct. This imports historical data post-go-live into AA.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "To include data from before Advanced Analytics was enabled, run the 'Get Data One Time' process in Command Center to backload historical recruiting data into the analytics platform."
* Reasoning: Without backloading, AA starts blank, missing metrics like hires from January to March 2025. This runs in Command Center > Data Management.
* Practical Example: "Best Run" runs this on March 10, syncing January 15-March 9 data.
* Option D: Incorrect. No "date-based report" exists for this; the Audit Trail (A) is the tool.
* Option E: Incorrect. Job Patch adjusts job data, not AA historical sync.
* Why A, B, C: These cover retroactive setup, per SAP's AA process. SAP's post-go-live implementation supports A, B,
C.References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Post-Go-Live Implementation).

問題 #52

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Create colors using the color picker grid or by typing in the RGB or hex code.
- B. Enter a label for each color in your customer's color palette.

- C. Add only the 20 most important colors for the customer's brand.
- D. Use the opacity slide to lighten a color in your palette instead of creating a new color.
- E. Add colors for all brands that will be needed for a multi-branded site.

答案：A,D,E

問題 #53
Move to Production
When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Site Settings, Career Site Builder Settings, Category pages, Translations
- B. Candidate Profile, Site Settings, Translations, Category pages
- C. Site Settings, Career Site Builder Settings, Content pages, Translations
- D. Content pages, Category pages, Job Layouts, Career Site Builder Settings

答案：A

解題說明：
Option B is correct because when moving a Career Site Builder site to production, you need to export four XML files: Site Settings, Career Site Builder Settings, Category pages, and Translations1. These files contain the configuration and content of your site, such as the site name, URL, logo, theme, layout, language, categories, and pages1.
Option A is incorrect because Content pages and Job Layouts are not required to export for the move to production. Content pages are automatically generated from the Category pages, and Job Layouts are part of the Career Site Builder Settings1.
Option C is incorrect because Candidate Profile is not an XML file that can be exported from Career Site Builder. Candidate Profile is a feature that allows candidates to create and manage their profiles on the career site.
Option D is incorrect because Content pages are not required to export for the move to production, as explained above.
Reference:
1: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs
2: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification
3: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training
[4]: SAP SuccessFactors Recruiting | SAP Help Portal

問題 #54
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C-THR84-2411證照信息：https://tw.fast2test.com/C-THR84-2411-premium-file.html

當然啦,它也有一個小小的瑕疵,就是它只能在Windows的系統上面運行; APP線上版本：C-THR84-2411證照信息 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience線上版本的最大好處就是不限使用設備,支持任何電子設備,同時還支持離線使用,只要你的電子設備是有電的,就可以隨時隨地的刷題啦，SAP C-THR84-2411通過考試 但隨著社會和IT行業更激烈的競爭，您掌握的IT技能也不停的在變化和發展，這是個被認為是最好的題庫網站，你購買最新版的 C-THR84-2411 考古題之後，可以享受免費一年的更新服務，我們的C-THR84-2411認證考試資料在市場上越來越受歡迎，贏得了眾多考生對我們的信任和支持，建立了很好的口碑，C-THR84-2411 PASS 這套學習指南還真不錯，很多力啊！

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