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SAP C-THR84-2411 Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <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 2 | <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 3 | <ul style="list-style-type: none"> Career Site Design and Accessibility: This section of the exam measures skills of implementation consultants and includes topics related to user interface design and ensuring that the career site is accessible across devices and for all user groups. The emphasis is on best practices in usability and compliance. |

| | |
|---------|---|
| Topic 4 | <ul style="list-style-type: none"> • 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 5 | <ul style="list-style-type: none"> • 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 6 | <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. |
| Topic 7 | <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 8 | <ul style="list-style-type: none"> • 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 9 | <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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q34-Q39):

NEW QUESTION # 34

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

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

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:Text practices in Career Site Builder (CSB) enhance readability, accessibility, and engagement, aligning with web and WCAG 2.1 standards. Let's explore the options:

* Option A (Use high contrast text, for example, black text on a white background): Correct. High contrast ensures legibility for all users, including those with visual impairments.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Use high contrast text, such as black on white, to

ensure readability and compliance with accessibility guidelines like WCAG 2.1 for all candidates."

* Reasoning: On careers.bestrun.com, black job titles on a white background (contrast ratio > 4.5:

1) are readable via screen readers like JAWS and meet legal standards. This is configured in CSB > Global Styles > Text Settings.

* Practical Example: "Best Run" sets job descriptions to black on white, improving visibility for a colorblind candidate.

* Option C (Break up lengthy content and separate with headings): Correct. Headings improve scannability and structure, aiding navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Break up lengthy content with headings (e.g., H2, H3) to enhance candidate comprehension and navigation on CSB pages."

* Reasoning: A job page with "Job Title" (H2), "Responsibilities" (H3), and "Requirements" (H3) allows quick scanning on careers.bestrun.com/job/123. This is added in CSB > Pages > Content Editor.

* Practical Example: "Best Run" uses headings to split a 500-word description, tested for readability.

* Option D (Use half the word count or less than conventional writing): Correct. Concise text suits web users' preference for quick consumption.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Aim for half the word count of conventional writing to keep CSB content concise and engaging for candidates."

* Reasoning: Reducing a 200-word job summary to 100 words (e.g., "Join our sales team" vs. a verbose paragraph) on careers.bestrun.com improves retention. This is a content strategy applied during page creation.

* Practical Example: "Best Run" shortens "About Us" to 50 words, verified in a user test.

* Option B (Avoid using bulleted or numbered lists): Incorrect. Lists enhance readability by organizing information, a recommended practice.

* Option E (Use a serif font): Incorrect. Sans-serif fonts (e.g., Arial) are preferred for web clarity over serif (e.g., Times New Roman), per modern design standards.

* Why A, C, D: These align with web and accessibility best practices, per SAP. SAP's text guidelines support A, C, D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 35

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form
- B. Existing candidates are NOT able to complete new fields on a data capture form
- C. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form
- D. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:

* Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."

* Reasoning: The email, sent via Recruiting Email Triggers, might include a personalized link (e.g., careers.bestrun.com/update-form?token=XYZ), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.

* Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" to john.doe@email.com, linking to a form where John adds "Project Management" to his profile.

* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.

* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.

* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form submission."

* Reasoning: After logging in at careers.bestrun.com/login, the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.

* Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.

* Option A (To complete any missing fields, the recruiter generates a code for the candidate to use):

Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.

* Option B (Existing candidates are NOT able to complete new fields): Incorrect. Existing candidates can update fields via campaigns or profiles, as long as the form or profile settings allow it. SAP's candidate data management processes support C and D as viable solutions. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 36

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting?

Note: There are 2 correct answers to this question.

- A. Recommend that your customer opt-in for the Organic Network.
- B. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- C. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- D. Add a campaign code to all XML job feeds that you create for your customer.

Answer: C,D

NEW QUESTION # 37

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

Answer: A,C,D

NEW QUESTION # 38

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Create content type links in the header under About Us that link to the three internal pages.
- B. Create category type links in the header under About Us that link to the three internal pages.
- C. Enable the About Us link in the header that is provided with all CSB sites.
- D. Create a list type link in the header named About Us.
- E. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Configuring header links in CSB:

* Option A (Create content type links in the header under About Us that link to the three internal pages): Correct. Content pages (e.g., "About Us - Team") are linked as content type links in the header.

- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."
- * Option B (Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site): Correct. External links open corporate pages in a new tab/session.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."
- * Option C (Create a list type link in the header named About Us): Correct. A list type link groups the internal and external links under a dropdown labeled "About Us."
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."
- * Option D (Create category type links): Incorrect. Category links are for job listings, not content pages.
- * Option E (Enable the About Us link provided with all CSB sites): Incorrect. No default "About Us" link exists; it must be custom-built. SAP's header configuration steps validate A, B, C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

NEW QUESTION # 39

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