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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 (Q66-Q71):

NEW QUESTION # 66

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

Answer: A,C,E

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 # 67

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

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- B. Withdrawn by Candidate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

Answer: A,B

Explanation:

When configuring Advanced Analytics, you need to map the applicant statuses from the Recruiting Management module to the corresponding statuses in the Advanced Analytics module. This allows you to track and report on the candidate journey and the

effectiveness of your sourcing channels and campaigns. However, some applicant statuses do not need to be mapped, as they are either not relevant or automatically mapped by the system. These statuses are:

Auto Disqualified: This status is assigned to candidates who fail to meet the minimum qualifications or pass the pre-screening questions. This status is automatically mapped to the Disqualified status in Advanced Analytics, and does not need to be manually mapped.

Withdrawn by Candidate: This status is assigned to candidates who withdraw their application voluntarily. This status is not relevant for Advanced Analytics, as it does not reflect the recruiter's actions or decisions. Therefore, it does not need to be mapped.

The other statuses, **Invited to Apply** and **Forwarded**, do need to be mapped, as they are important for measuring the candidate experience and the recruiter performance. The **Invited to Apply** status is assigned to candidates who are invited to apply for a job requisition by the recruiter. This status should be mapped to the Sourced status in Advanced Analytics, to indicate that the candidate was sourced by the recruiter. The **Forwarded** status is assigned to candidates who are forwarded to another job requisition by the recruiter. This status should be mapped to the Forwarded status in Advanced Analytics, to indicate that the candidate was moved to another opportunity. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 68

Which are some leading practices when using a link on a career site?

Note: There are 3 correct answers to this question.

- A. Include multiple links to the customer's corporate site.
- B. When a user clicks on the link immediately display what the user expects to see.
- C. If blue text is used on the site ensure that it's always used to represent links.
- D. All external links from the career site should open in the same browser window.
- E. Populate the title text for each link.

Answer: B,C,E

NEW QUESTION # 69

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. OData
- D. SOAP

Answer: C,D

NEW QUESTION # 70

Assume that you have set up 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 Export Automated Process Logs from Command Center.
- C. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- D. Check the Export Jobs to CSV log from Command Center.

Answer: A,B

NEW QUESTION # 71

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