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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 C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> 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 6	<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 7	<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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q37-Q42):

NEW QUESTION # 37

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. Use high contrast text for example black text on a white background.**
- C. Avoid using bulleted or numbered lists.
- D. Use half the word count or less than conventional writing.**
- E. Break up lengthy content separate with headings.**

Answer: B,D,E

NEW QUESTION # 38

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

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Custom Layouts Editor in CSB with the Unified Data Model (UDM) allows tailored job page displays to meet diverse customer needs. Let's break it down:

* Option A (Different fields from the job requisition template can be used to define the layout rules for the different job layouts):

Correct. Layout rules can be based on requisition fields (e.g.,

"Department" = "Sales" triggers a two-column layout).

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "In the Custom Layouts Editor, administrators can define layout rules using fields from the job requisition template, such as department or job type, to apply different layouts to specific job categories."

* Reasoning: In CSB > Custom Layouts Editor, mapping "Department" to a rule (e.g., Sales = 2 columns, Tech = 3 columns) tailors displays. This leverages UDM's field mapping from Admin Center > Setup Recruiting Marketing Job Field Mapping.

* Practical Example: For "Best Run," a "Sales" job uses a layout with skills on the left, while a "Tech" job adds a third column for certifications.

* Option B (The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout):

Correct. The default layout serves as a fallback or intentional override.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The default job layout can be applied to specific jobs in the Custom Layouts Editor, overriding layout rules if needed, to ensure flexibility in presentation."

* Reasoning: A job matching a "Sales" rule can manually use the default layout (e.g., one column) for consistency, configured in CSB > Job Layouts > Exceptions.

* Practical Example: "Best Run" sets a "Manager" job to the default despite a "Sales" rule, verified in a test job page.

* Option E (Some layouts will have one column, some will have two columns, and some will have three columns):

Correct. Column flexibility supports varied designs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Custom Layouts Editor supports configuring layouts with one, two, or three columns, allowing varied presentations based on customer requirements."

* Reasoning: A one-column layout lists details vertically, a two-column splits job info and apply, and a three-column adds skills-configured in CSB > Layouts > Column Settings.

* Practical Example: "Best Run" uses one column for mobile, two for desktop, and three for detailed roles.

* Option C: Incorrect. The search bar's position is a global setting in Global Styles, not layout-specific.

* Option D: Incorrect. The Apply Now button's placement (top/bottom) is configurable per layout, not fixed.

* Why A, B, E: These reflect UDM's flexibility, verified in CSB sandbox. SAP's Custom Layouts documentation supports A, B, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Administration Guide (Custom Layouts).

NEW QUESTION # 39

Career Site Design and Accessibility

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may see different job layouts.
- B. Internals and externals may be able to apply to different jobs.
- C. Internals and externals may see different headers and footers.
- D. Internals and externals may see different page components.

Answer: B,D

Explanation:

When internal career site is enabled, you can configure different settings and content for internal employees and external candidates on your Career Site Builder site. This allows you to tailor the candidate experience based on the audience and the business needs. Some of the differences that can be applied are:

Internals and externals may be able to apply to different jobs: You can set up job requisitions to be visible only to internal

employees, only to external candidates, or to both. This way, you can control who can view and apply to certain jobs based on their eligibility and suitability. You can also set up different application processes and forms for internals and externals, such as requiring different information or documents, or enabling different integrations or assessments.

Internals and externals may see different page components: You can create different page components for internal employees and external candidates, such as banners, videos, testimonials, or forms. You can also assign different page components to different pages based on the audience, such as showing different messages or images on the home page, category page, or job details page. This way, you can customize the look and feel of your site and provide relevant and engaging content for each group.

Internals and externals may see different headers and footers: This is not a correct answer, because the header and footer settings are global and apply to the entire site, regardless of the audience. You cannot create or assign different headers and footers for internal employees and external candidates. However, you can use the header and footer components to display different links or menus based on the audience, such as showing different career site pages, external sites, or internal resources.

Internals and externals may see different job layouts: This is not a correct answer, because the job layout settings are also global and apply to the entire site, regardless of the audience. You cannot create or assign different job layouts for internal employees and external candidates. However, you can use the job layout components to display different information or actions based on the audience, such as showing different job details, apply buttons, or share options. Reference

NEW QUESTION # 40

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. OData
- C. IDoc
- D. SOAP

Answer: B,D

NEW QUESTION # 41

Career Site Builder Pages and Components

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

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

Answer: A

Explanation:

A content page is a type of page that can be created and edited in Career Site Builder, and it is used to display static or dynamic content, such as text, images, videos, or forms. A content page can be linked to other pages or external sites, and it can be customized with different styles, components, and layouts. Some customers may choose to host some of their content pages externally, and link them with their CSB site, for various reasons, such as:

They have existing content pages on their corporate website or intranet that they want to reuse or integrate with their CSB site, without duplicating or migrating them.

They have complex or interactive content pages that require advanced coding or functionality that is not supported by CSB, such as animations, games, quizzes, or surveys.

They have content pages that need to comply with specific legal or security requirements that are not met by CSB, such as data privacy, encryption, or authentication.

Some examples of content pages that are often hosted externally and linked with CSB sites are:

About Us: This page provides information about the company's history, vision, mission, values, and culture. It may also include testimonials, awards, or achievements of the company or its employees.

Diversity and Inclusion: This page showcases the company's commitment and efforts to foster a diverse and inclusive workplace, and to support various groups and initiatives, such as women, veterans, LGBTQ+, or sustainability.

Benefits: This page details the benefits and perks that the company offers to its employees, such as health insurance, retirement plan, wellness program, or employee discounts.

Learning and Development: This page highlights the learning and development opportunities and resources that the company provides to its employees, such as training courses, certifications, mentoring, or career coaching.

Events: This page lists the upcoming events that the company is hosting or participating in, such as webinars, career fairs, or networking sessions. It may also allow candidates to register or RSVP for the events. Reference <https://training.sap.com/course/hr832-sap-successfactors-recruiting-candidate-experience-administration-classroom-094-g-en/> <https://learning.sap.com/learning-journeys/configure-sap-successfactors-recruiting-recruiter-experience>

NEW QUESTION # 42

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