C-THR84-2411 Certificate Exam & C-THR84-2411 Reliable Test Question

Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience exam question has been widely praised by all of our customers in many countries and our company has become the leader in this field. Our product boost varied functions and they include the self-learning and the self-assessment functions, the timing function and the function to stimulate the exam to make you learn efficiently and easily. There are many advantages of our C-THR84-2411 Study Tool. To understand the details of our product you have to read the introduction of our product as follow firstly.

SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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.
Topic 9	• 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.

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SAP C-THR84-2411 Reliable Test Question & New C-THR84-2411 Test Sample

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q21-Q26):

NEW QUESTION # 21
Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and custom XML feeds
- B. Automated standard XML feeds and scheduled job scraping
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated Recruiting Posting and scheduled job scraping

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:SAP SuccessFactors Recruiting automates job delivery to external boards:
* Option A (Automated standard XML feeds and Recruiting Posting): Correct. Standard XML feeds push job data to job boards, and Recruiting Posting automates distribution to partnered boards (e.g., Indeed), a core feature of RMK.
* Option B (Automated standard XML feeds and custom XML feeds): Correct. Standard XML feeds cover common boards, while custom XML feeds (configured for specific boards) also automate delivery, offering flexibility.
* Option C (Automated Recruiting Posting and scheduled job scraping): Incorrect. Job scraping isn't an automated delivery method; it's a manual or third-party process to pull jobs, not push them.
* Option D (Automated standard XML feeds and scheduled job scraping): Incorrect. Scraping doesn' t align with SAP's automated delivery framework.SAP'sRecruiting Posting Guideconfirms A and B as valid automation methods.References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 22
What are some key features of a fully hosted Career Site Builder (CSB) site?
Note: There are 2 correct answers to this question.

- A. All information regarding available jobs additional information pertaining to employment are displayed in the CSB site.
- B. The customer maintains their own career site in addition to the CSB career site.
- C. When a candidate visits a company's corporate site clicks a link to view careers they are directed to an applicant tracking system.
- D. When a candidate visits a company's corporate site clicks a link to view careers they are directed to the CSB site.

Answer: A,B

NEW QUESTION # 23

Replacing the search grid in Career Site Builder with tiles achieves which of the following? Note: There are 2 correct answers to this question.

- A. It allows any of the fields on the job requisition to be displayed on the tiles.
- B. It allows users to tab through the search results.
- C. It allows any of the mapped fields to be displayed on the tiles.
- D. It allows users to share jobs on social media more easily.

Answer: A,C

Explanation:

According to the SAP Help Portal1, replacing the search grid in Career Site Builder with tiles achieves the following benefits:
It allows any of the mapped fields to be displayed on the tiles. You can customize the tile layout and content by selecting the fields you want to show from the list of available fields in the Search Tiles tab in Appearance Styles Global Styles (Brand)1.
It allows any of the fields on the job requisition to be displayed on the tiles. You can also use the custom fields that you have created in the job requisition template as part of the tile content1.
It does not allow users to tab through the search results. This is a feature of the grid layout, which enables keyboard navigation through the search results2. For that reason, the tile layout is not recommended for accessibility purposes3.
It does not allow users to share jobs on social media more easily. This is a feature of the Job Details component, which enables users to share the job posting on various social media platforms. This component can be used in both grid and tile layouts.
Reference: Search Tiles Settings in Career Site Builder Global Styles, Search-Related Settings in Career Site Builder, Configuring Search Grid Settings, [Job Details Component]

NEW QUESTION # 24

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Review the site using assistive technology such as a screen reader like JAWS or NVDA.
- B. Use an online accessibility checker, such as WAVE, to test the site.
- C. Ask people in your IT department to test the site.
- D. Carefully review the site's code to look for issues with tagging and other elements.
- E. Ask people with disabilities to test the site.

Answer: A,B,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Accessibility ensures that the Career Site Builder (CSB) site complies with standards like WCAG 2.1, benefiting all users, including those with disabilities:
* Option A (Ask people with disabilities to test the site): Correct. User testing by individuals with disabilities provides real-world feedback on accessibility, aligning with SAP's emphasis on inclusive design in CSB implementations.
* Option D (Use an online accessibility checker, such as WAVE, to test the site): Correct. Tools like WAVE identify issues (e.g., missing alt text, contrast errors) efficiently, a recommended practice in SAP's accessibility guidelines.
* Option E (Review the site using assistive technology such as a screen reader like JAWS or NVDA): Correct. Testing with screen readers ensures compatibility with assistive technologies, a critical step per WCAG and SAP best practices.
* Option B (Ask people in your IT department to test the site): Incorrect. While IT testing is valuable, it doesn't specifically address accessibility unless the testers have expertise or disabilities, making it less targeted than A, D, or E.
* Option C (Carefully review the site's code to look for issues with tagging and other elements):
Incorrect as a "leading practice." Manual code review is time-consuming and less practical compared to automated tools (D) or user testing (A, E), though it can supplement them.SAP'sCareer Site Builder Accessibility Guideand WCAG principles support A, D, E as leading practices.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide; WCAG 2.1 Guidelines.

NEW QUESTION # 25

Which of the following are included in a standard Recruiting statement of work?Note: There are 3 correct answers to this question.

- A. Enable Mobile Apply.
- B. Enable LinkedIn integration.
- C. Configure 20 Category or Content pages.
- D. Configure one job layout.
- E. Configure one standard XML feed.

Answer: A,D,E

Explanation:

A standard Recruiting statement of work (SOW) is a document that defines the scope, deliverables, and timeline of a Recruiting implementation project. It also specifies the roles and responsibilities of the project team, the assumptions and dependencies, and the acceptance criteria. According to the Recruiting Implementation Handbook, a standard Recruiting SOW includes the following tasks:

Enable Mobile Apply: This task involves enabling the Mobile Apply feature, which allows candidates to apply for jobs using their mobile devices. The Mobile Apply feature supports various application methods, such as uploading a resume, using a LinkedIn profile, or filling out an application form.

Configure one job layout: This task involves configuring the appearance and content of the job posting page, which displays the details of a job requisition. The job layout can be customized using Career Site Builder, which provides various components and widgets to enhance the job posting page.

Configure one standard XML feed: This task involves configuring the XML feed, which is a file that contains the data of the job requisitions. The XML feed can be used to post jobs to external job boards, such as Indeed or Monster, or to internal career sites. The following tasks are not included in a standard Recruiting SOW:

Enable LinkedIn integration: This task involves enabling the LinkedIn integration, which allows candidates to use their LinkedIn profile to apply for jobs, and recruiters to source candidates from LinkedIn. The LinkedIn integration requires additional configuration and licensing, and is considered as an optional or custom task.

Configure 20 Category or Content pages: This task involves configuring the Category or Content pages, which are the pages that display the information or content related to the career site, such as the company culture, benefits, or events. The Category or Content pages can be created and managed using Career Site Builder, which provides various components and widgets to enhance the pages. However, the standard Recruiting SOW only includes the configuration of up to 10 Category or Content pages, not 20.
Reference:

Recruiting Implementation Handbook: This document provides an overview of the Recruiting implementation process, including the project phases, tasks, deliverables, and best practices. It also provides the sample SOWs for standard and custom Recruiting projects.

NEW QUESTION # 26

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