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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 (Q53-Q58):

NEW QUESTION # 53

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

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

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:

* Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."

* Reasoning: On careers.bestrun.com, a link `Sales` helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.

* Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.

* Option D (When a user clicks on the link, immediately display what the user expects to see):

Correct. Links must meet user expectations for trust and efficiency.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."

* Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.

* Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.

* Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct.

Consistent styling signals interactivity.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it consistently across the site to signal clickable elements to candidates."

* Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.

* Practical Example: "Best Run" uses blue for all links, tested for uniformity.

* Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.

* Option C: Incorrect. External links typically open in new tabs for UX, configured with target="_blank".

* Why A, D, E: These enhance usability and accessibility, per SAP. SAP's link practices support A, D, E.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 54

What must you consider when using custom fonts in Career Site Builder (CSB)?

- A. Ensure that the customer owns the font license.
- B. Once a custom font is uploaded, the fonts of existing components are replaced.
- C. Remember that only one custom font can be uploaded in CSB.
- D. Ensure that the font is uploaded in a ZIP file.

Answer: A

Explanation:

When using custom fonts in Career Site Builder, you must ensure that the customer has the legal right to use the font on their career site. This means that the customer must own the font license or have permission from the font owner. Uploading a custom font without a license may result in legal issues or penalties for the customer. Therefore, it is important to verify the font license before uploading it in Career Site Builder. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Global Settings and Global Styles, Lesson: Configuring Fonts, Slide 6.

NEW QUESTION # 55

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- A. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.
- B. A new site map is created and delivered to Google and Bing weekly.
- C. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
- D. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
- E. The jobs posted to CSB sites are accessible to website crawlers.

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: SEO in Career Site Builder (CSB) enhances visibility on search engines like Google by leveraging structured design and content. Let's explore:

* Option A (CSB uses metadata to help ensure that jobs and pages are search engine-friendly):

Correct. Metadata (e.g., Page Title, Meta Keywords, Meta Description) optimizes pages for indexing.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "CSB leverages metadata, including Page Title, Meta Keywords, and Meta Description, configured in Site Settings, to ensure that job pages and content are optimized for search engines, improving discoverability."

* Reasoning: For "Best Run," setting "Jobs at Best Run" as Page Title and "Sales, Engineering" as Meta Keywords makes careers.bestrun.com searchable for "Best Run jobs." This is configured in CSB > Site Settings.

* Practical Example: A Google search for "engineering jobs" shows "Jobs at Best Run" with the Meta Description snippet.

* Option C (The jobs posted to CSB sites are accessible to website crawlers): Correct. CSB's HTML structure allows crawlers to index job content.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Jobs posted to CSB sites are designed to be accessible to website crawlers, with structured data and URLs that allow search engines to index each job posting effectively."

* Reasoning: Unlike ATS systems with login walls, careers.bestrun.com/job/123 offers public HTML (e.g., <h1>Job Title</h1>), readable by Googlebot.

* Practical Example: "Best Run" confirms 100% job indexation via Google Search Console.

* Option E (CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings):

Correct. Category pages provide evergreen, keyword-rich content.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Creating Category pages (e.g., 'Sales Jobs') in CSB builds SEO value by providing persistent, keyword-rich pages that outlast individual job postings, driving organic traffic over time."

* Reasoning: careers.bestrun.com/sales-jobs ranks for "sales jobs" longer than a single job page that expires, configured in CSB > Pages.

* Practical Example: "Best Run"'s "Engineering Jobs" page boosts rankings over a deleted "Engineer" job.

* Option B: Incorrect. The sitemap is submitted once post-production, not weekly, via Google Search Console.

* Option D: Incorrect. Hidden text violates SEO guidelines; metadata is visible and legitimate.

* Why A, C, E: These align with modern SEO-structured data, accessibility, and content hubs-per SAP. SAP's SEO focus supports A, C, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO Optimization).

NEW QUESTION # 56

How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site?



Note: There are 3 correct answers to this question.

- A. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
- B. System text is translated when the locale is enabled.
- C. System text translations are made from Career Site Builder > Global Settings.

- D. System text translations are only possible for the site's default language.
- E. System text translations can be changed from Career Site Builder > Tools > Translations.

Answer: B,C,E

Explanation:

System text is the text that is displayed by default on the Career Site Builder site, such as the text on the search bar, the buttons, the labels, and the messages. You can translate or change the system text on a Career Site Builder site by using the following methods:

System text translations can be changed from Career Site Builder > Tools > Translations. This allows you to edit the system text for each language that is enabled on your site. You can also import or export the system text translations as CSV files¹.

System text translations are made from Career Site Builder > Global Settings. This allows you to change the system text for the default language of your site. You can also override the system text for specific pages or components².

System text is translated when the locale is enabled. This means that when you enable a new locale for your site, the system text will automatically be translated to the corresponding language, if available. You can also customize the system text translations for each locale³.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 3: Configure Locales, Lesson: Translating System Text, Slide 4 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 3: Configure Locales, Lesson: Translating System Text, Slide 5 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Configure Locales <= 10%

NEW QUESTION # 57

Which of the following encrypts personal data used in the recruiting process?

- A. Secure Socket Layer (SSL)
- B. Identity Authentication Service (IAS)
- C. Data Retention Time Management (DRTM)
- D. Data Privacy Consent Statement (DPCS)

Answer: A

Explanation:

Secure Socket Layer (SSL) is a protocol that encrypts personal data used in the recruiting process. SSL ensures that the data transmitted between the candidate's browser and the career site is secure and protected from unauthorized access or tampering¹.

SSL also helps to improve the candidate's trust and confidence in the career site and the recruiting process².

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Site Setup, Lesson: Configuring SSL, Slide 4 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 2: Site Setup, Lesson: Configuring SSL, Slide 5 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Site Setup <= 10%

NEW QUESTION # 58

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