

# C\_THR84\_2411 Exam Discount Voucher, Test C\_THR84\_2411 Collection Pdf

## Complete Guide to SAP C\_THR84\_2411 Exam Preparation

C\_THR84\_2411 Exam Details, Sample Questions, and Practice Test

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Unlock your path to SAP SuccessFactors Recruiting - Candidate Experience certification with this detailed preparation guide. Explore the C\_THR84\_2411 exam structure, topic areas, and expert tips to boost your success. Learn about the exam requirements, important reference books, training courses, and strategies to score well on your exam. Test your knowledge with real exam sample questions, and prepare with recommended practice tests for guaranteed results.

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The SAP C\_THR84\_2411 certification exam is one of the valuable credentials designed to demonstrate a candidate's technical expertise in information technology. They can remain current and competitive in the highly competitive market with the C\_THR84\_2411 certificate. For novices as well as seasoned professionals, the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Questions provide an excellent opportunity to not only validate their skills but also advance their careers.

### SAP C\_THR84\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Move to Production:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Job Delivery:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Site Setup:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Other Career Site Setup:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Career Site Design and Accessibility:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Candidate Experience Overview and Project Kickoff:</b> 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.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Pages and Components:</b> 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q46-Q51):

### NEW QUESTION # 46

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

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

**Answer: A,B,C**

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's Career Site Builder Accessibility Guide and 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 # 47

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

**Answer: B,D**

Explanation:

According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course<sup>1</sup>, the actions you need to take to facilitate reporting on which candidates arrived at the CSB site from the corporate site are:

Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site. This means that you need to add a source parameter to the URL of each link that points to the CSB site, such as ?source=corporate. This will allow the CSB site to track the source of the traffic and report it in the Advanced Analytics dashboard<sup>1</sup>.

Submit the Referral Engine Task support ticket after moving your customer's CSB site to production. This is a mandatory step that enables the Referral Engine feature, which is a tool that allows you to create and manage referral campaigns for your CSB site. The Referral Engine also provides reporting on the referral sources and conversions of the candidates who applied through the CSB site<sup>1</sup>.

Adding a campaign code to all XML job feeds that you create for your customer is not an action you need to take to facilitate reporting on which candidates arrived at the CSB site from the corporate site. This is because the campaign code is used to track the performance of the job postings on external platforms, such as job boards or social media, and not on the corporate site. The campaign code is also optional and not required for the XML job feeds to work<sup>23</sup>.

Recommending that your customer opt-in for the Organic Network is not an action you need to take to facilitate reporting on which candidates arrived at the CSB site from the corporate site. This is because the Organic Network is a feature that allows your customer to leverage the existing traffic on their CSB site to promote their jobs to other relevant candidates, and not to track the traffic from their corporate site. The Organic Network is also optional and not required for the CSB site to function<sup>4</sup>.

#### NEW QUESTION # 48

Move to Production

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- B. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- C. Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used.
- D. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- E. SSL certificates must be installed for both the stage and production CSB environments.

**Answer: C,D,E**

Explanation:

Some leading practices regarding SSL certificates for Career Site Builder (CSB) sites are:

It is critical to prevent the SSL certificate from expiring so that candidates are not blocked from accessing the CSB site. An expired SSL certificate will cause security warnings and errors for the candidates and may damage the reputation and trust of the company<sup>1</sup>. Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used. A wildcard certificate is a certificate that covers multiple subdomains under the same domain name, such as \*.example.com. This will save time and cost for the customer and simplify the certificate management process<sup>2</sup>.

SSL certificates must be installed for both the stage and production CSB environments. This will ensure that the CSB site is secure and functional in both environments and allow for testing and validation before moving to production<sup>3</sup>.

The other options are not valid leading practices regarding SSL certificates for CSB sites:

Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support. This is not true, as the SSL certificate renewal process requires coordination and communication between the customer, the certificate authority, and the Product Support team. The customer or consultant can initiate the renewal request in CSB, but they still need to provide the certificate files and information to Product Support for installation.

The implementation consultant begins the SSL certificate process as soon as the site is moved to production. This is not a leading practice, as the SSL certificate process should be started as early as possible in the project timeline, preferably during the design phase. This will allow enough time for the certificate procurement, installation, and testing, and avoid any delays or issues in the go-live phase.

#### NEW QUESTION # 49

Which elements need to be checked after a Career Site Builder site is moved from stage to production?

- A. External redirects open in the same browser tab
- **B. Site URLs**
- C. CSB Role Based Permissions
- D. Advanced Analytics

**Answer: B**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Post-move validation ensures the Career Site Builder (CSB) site functions correctly in the production environment. Let's identify the critical element to check:

\* Option D (Site URLs): Correct. Verifying URLs (e.g., careers.company.com) ensures proper routing, accessibility, and DNS resolution after the move from stage to production.

\* SAP Documentation Excerpt: From the Implementation Handbook: "After moving the CSB site from stage to production, check the site URLs to confirm they resolve correctly to the production environment and that all pages are accessible to candidates."

\* Reasoning: A misconfigured URL (e.g., staging.company.com lingering due to an incomplete DNS update) could block candidate access. Testing involves opening careers.bestrun.com in a browser, pinging the domain, and ensuring it loads the production site (e.g., checking for the correct SSL certificate and content). This step is part of SAP's post-deployment checklist to confirm the site is live and functional.

\* Practical Example: For "Best Run Corp," the consultant visits careers.bestrun.com post-move on March 5, 2025, and confirms it displays production jobs, not stage data.

\* Option A (External redirects open in the same browser tab): Incorrect. Redirect behavior (e.g., new tab vs. same tab) is a design choice configured pre-move and doesn't require post-move validation unless specifically altered.

\* Option B (Advanced Analytics): Incorrect. Advanced Analytics is validated separately post-implementation, not as a direct result of the site move.

\* Option C (CSB Role Based Permissions): Incorrect. Permissions are set and tested in stage, not rechecked post-move unless a specific issue arises.

\* Why D: Site URLs are the primary indicator of a successful move, ensuring candidates can access the site. SAP's post-production validation supports D.

References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Post-Production Validation).

#### NEW QUESTION # 50

Which of the following apply to the candidate's search experience when the Google Map integration and the Unified Data model are enabled? Note: There are 2 correct answers to this question.

- A. Administrators CANNOT customize the Google map component outside of Career Site Builder settings.
- **B. Administrators can customize the color of the list and map icons.**
- C. Candidates will only see the map view of their search results.

- D. Candidates can toggle between a list view and a map view of their search results.

**Answer: B,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: When Google Map integration and the Unified Data Model (UDM) are enabled in SAP SuccessFactors Career Site Builder (CSB), they enhance the candidate search experience by leveraging location data. Let's break this down:

\* Option A (Candidates can toggle between a list view and a map view of their search results):

Correct. The Google Map integration allows candidates to visualize job locations on a map alongside a traditional list view. Candidates can switch between these views via a toggle feature on the CSB search results page, improving usability.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When Google Maps integration is enabled with the Unified Data Model, candidates can view job search results in both a list format and an interactive map. A toggle option is provided on the search results page to switch between these views, enhancing the candidate experience by providing geographic context."

\* Option C (Administrators can customize the color of the list and map icons): Correct. CSB allows administrators to adjust the styling of icons (e.g., map pins, list markers) via the Global Styles or Search Configuration settings, ensuring alignment with brand identity.

\* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide:

"Administrators can customize the appearance of search result elements, including the color of icons displayed in both list and map views, through Career Site Builder's styling options to maintain brand consistency."

\* Option B (Administrators CANNOT customize the Google map component outside of Career Site Builder settings): Incorrect. While customization is primarily done within CSB, advanced configurations (e.g., API key settings) can be managed outside CSB in provisioning or integration settings, making this statement false.

\* Option D (Candidates will only see the map view of their search results): Incorrect. The toggle functionality ensures candidates aren't restricted to a map-only view; they can opt for the list view as well. SAP's focus on flexibility and branding in the candidate search experience supports A and C.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Search Experience); Unified Data Model Configuration Guide (Google Maps Integration).

## NEW QUESTION # 51

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