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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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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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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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	• 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 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	• 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 9	• 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 10	• 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.

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Updated SAP C_THR84_2411 Practice Questions in PDF Format

Regarding the process of globalization, every fighter who seeks a better life needs to keep pace with its tendency to meet challenges. C_THR84_2411 certification is a stepping stone for you to stand out from the crowd. Nowadays, having knowledge of the C_THR84_2411 study braindumps become widespread, if you grasp solid technological knowledge, you are sure to get a well-paid job and be promoted in a short time. According to our survey, those who have passed the exam with our C_THR84_2411 test guide convincingly demonstrate their abilities of high quality, raise their professional profile, expand their network and impress prospective employers. Most of them give us feedback that they have learned a lot from our C_THR84_2411 Exam Guide and think it has a lifelong benefit. They have more competitiveness among fellow workers and are easier to be appreciated by their boss. In fact, the users of our C_THR84_2411 exam have won more than that, but a perpetual wealth of life.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q73-Q78):

NEW QUESTION # 73

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete candidate profile extension fields the recruiter includes the candidate in an email campaign with a link to the

data capture form.

- B. Existing candidates are NOT able to complete new fields on a data capture form.
- C. To complete standard fields on the candidate profile the candidate logs into their candidate profile completes the remaining fields.
- D. To complete any missing fields the recruiter generates a code for the candidate to use when attempting to update the data capture form.

Answer: A,C

NEW QUESTION # 74

Candidate Experience Overview and Project Kickoff

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

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

Answer: B,D

Explanation:



Some key features of a fully hosted Career Site Builder (CSB) site are:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site. This will provide a seamless and branded experience for the candidates and allow them to explore the company's culture, values, and opportunities¹.

All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site. This will enable the candidates to find and apply for jobs that match their interests and qualifications, and also learn more about the company's benefits, diversity, and social responsibility².

The other options are not valid features of a fully hosted CSB site:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system. This will create a disjointed and unappealing experience for the candidates and may discourage them from applying or returning to the site³.

The customer maintains their own career site in addition to the CSB career site. This will create duplication and inconsistency of content and design, and also increase the maintenance and cost for the customer⁴.

NEW QUESTION # 75

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

- A. All external links from the career site should open in the same browser window.
- 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. Include multiple links to the customer's corporate site.
- E. Populate the title text for each link.

Answer: B,C,E

NEW QUESTION # 76

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Create a new header and footer for each translated page.
- **B. Export the default language to an XML file, enter the translations, and import.**
- C. Enter the translations into the Translations menu in CSB.
- **D. Duplicate the page from the base locale and enter the translations on the duplicated pages.**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:

* Option B (Export the default language to an XML file, enter the translations, and import):

Correct. This bulk translation method streamlines the process for multiple pages or fields.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."

* Reasoning: In CSB > Tools > Export, export the default locale (e.g., en_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.

* Practical Example: For "Best Run," exporting en_US content, translating "Join Us" to "Rejoignez-nous," and importing updates all relevant pages.

* Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual method allows page-specific customization for unique content.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and enter translations directly on the duplicated pages as a flexible method for customer-specific content."

* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en_US"), create "About Us - fr_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.

* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to "Assurance sante" tailors the page.

* Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.

* Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"), not customer-specific content, which uses B or C.

* Why B, C: These methods cater to bulk and manual translation needs, per SAP's localization practices.

SAP's localization practices support B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 77

Configure Locales

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Job alerts email template
- **B. Create an Account page**
- C. Search bar
- D. Data capture form

Answer: B

Explanation:

Option C is correct because Manage Languages in Admin Center must be used to change translated labels for the Create an Account page that is accessed from Career Site Builder sites. The Create an Account page is the page that candidates see when they click on the Create an Account button on the career site. The labels on this page, such as the field names, buttons, and messages, are controlled by the Manage Languages tool in Admin Center. You can use this tool to edit the existing translations or add new translations for the labels on this page.

Option A is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the job alerts email template that is accessed from Career Site Builder sites. The job alerts email template is the template that defines the content

and layout of the email that candidates receive when they subscribe to job alerts on the career site. The labels on this template, such as the subject, header, footer, and unsubscribe link, are controlled by the Email Template Editor in Command Center. You can use this tool to edit the existing translations or add new translations for the labels on this template².

Option B is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the search bar that is accessed from Career Site Builder sites. The search bar is the component that allows candidates to search for jobs on the career site using keywords, filters, and facets. The labels on this component, such as the placeholder text, filter names, and facet values, are controlled by the Search Bar Settings in Career Site Builder. You can use this tool to edit the existing translations or add new translations for the labels on this component³.

Option D is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the data capture form that is accessed from Career Site Builder sites. The data capture form is the tool that collects candidate information on a landing page without requiring them to create an account or submit an application. The labels on this tool, such as the field names, buttons, and messages, are controlled by the Data Capture Form Editor in Command Center. You can use this tool to edit the existing translations or add new translations for the labels on this tool.

Reference:

1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning

3: Manage Languages | SAP Help Portal

4: Configuring Job Alerts | SAP Help Portal

5: Configuring the Search Bar | SAP Help Portal

[6]: Creating and Editing Data Capture Forms | SAP Help Portal

NEW QUESTION # 78

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