

C_THR84_2411 Online Praxisprüfung & C_THR84_2411 Zertifizierung



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>> C_THR84_2411 Online Praxisprüfung <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience C_THR84_2411 Prüfungsfragen mit Lösungen (Q11-Q16):

11. Frage

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. Corporate Home
- B. Top Job Searches
- C. View All Jobs
- D. Careers Home

Antwort: C,D

Begründung:

Footer links are important for SEO because they help search engines crawl and index your site, as well as provide easy navigation for users. The Careers Home and View All Jobs links are recommended on every Career Site Builder site because they allow users

to access the main landing page and the job search page from any page on the site. These links also help search engines understand the structure and content of your site, and increase the visibility and ranking of your site in search results. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Global Settings and Global Styles, Lesson: Global Settings, Slide 10.

12. Frage

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title:	Jobs at Best Run
Meta Keywords:	Sales, Engineering, Human Resources, Management Jobs
Meta Description:	Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more

Note: There are 2 correct answers to this question.

- A. Populating the Meta Keywords field is much more important than using keywords in the page content.
- B. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.
- C. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- D. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.

Antwort: C,D

Begründung:

The sitewide metadata in Career Site Builder (CSB) is crucial for enhancing the visibility and accessibility of the site on search engines and for users. If "Jobs at Best Run" is set as the Page Title, it will display on the browser tab when a user opens the home page for the site (Option A). Additionally, when "Jobs at Best Run" appears in search engine results, it will serve as a clickable link directing users to the CSB site (Option B). Option C is incorrect because using keywords in page content is equally important as populating the Meta Keywords field for SEO. Option D is incorrect because metadata leading practices involve specific titles for different pages to enhance SEO. Reference: [SAP SuccessFactors Recruiting: Candidate Experience Administration], Unit 6: Site Setup, Lesson: Site Metadata, Slide 4-5.

13. Frage

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- A. Configure a color or image for the search bar for each of your customer's brands.
- B. Configure options for the search results page and the job results cards for each of your customer's brands.
- C. Enable location-based searches on the search bar.
- D. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- E. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.

Antwort: B,C,E

Begründung:

Comprehensive and Detailed In-Depth Explanation: The Unified Data Model (UDM) enhances CSB's search experience:

* Option A (Enable location-based searches on the search bar): Correct. UDM supports location-based filtering (e.g., via Google Maps integration), a key feature for candidate search.

* Option D (Select fields from the job requisition template for the search results card and designate on which line of the card to display each): Correct. UDM allows customization of search result cards (e.g., title, location) via mapped fields, configurable in CSB.

* Option E (Configure options for the search results page and the job results cards for each of your customer's brands): Correct. Multi-brand sites can tailor search results and cards per brand in CSB.

* Option B (Select fields from the job requisition template to display in individual drop-down menus on the search bar): Incorrect. Drop-downs are predefined (e.g., category, location), not fully customizable per requisition fields.

* Option C (Configure a color or image for the search bar for each of your customer's brands):

Incorrect. Search bar styling is global, not brand-specific. SAP's Unified Data Model Configuration Guide confirms A, D, E as configurable search options. References: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

14. Frage

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

Antwort: A,B

Begründung:

According to the SAP Help Portal¹, some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB) are:

Enter the translations into the Translations menu in CSB. This is the recommended method for entering translations for labels, buttons, messages, and other text elements that are used throughout the CSB site. You can access the Translations menu from the Tools tab in CSB, and select the language and the category of the text element you want to translate. You can also search for a specific text element by its name or value. You can enter the translations manually or import them from an XML file¹.

Export the default language to an XML file, enter the translations, and import. This is an alternative method for entering translations for text elements, especially if you have a large number of translations to enter. You can export the default language (usually English) to an XML file from the Translations menu in CSB, and then use a text editor or a spreadsheet program to enter the translations for each text element. You can then import the XML file back to CSB, and the translations will be applied to the corresponding text elements¹.

Duplicate the page from the base locale and enter the translations on the duplicated pages is not a leading practice to enter language translations for customer-specific content into CSB. This is because duplicating pages creates unnecessary maintenance and complexity, as you have to update each page separately whenever you make a change. Instead, you should use the Locale feature in CSB, which allows you to create different versions of the same page for different languages. You can access the Locale feature from the Pages tab in CSB, and select the base page and the language you want to create a new version for. You can then enter the translations for the page content, such as titles, headings, paragraphs, etc. You can also use the Translations menu to translate the text elements that are used on the page².

Create a new header and footer for each translated page is not a leading practice to enter language translations for customer-specific content into CSB. This is because creating new headers and footers for each language adds unnecessary duplication and inconsistency, as you have to manage multiple versions of the same components. Instead, you should use the Locale feature in CSB, which allows you to create different versions of the same header and footer for different languages. You can access the Locale feature from the Components tab in CSB, and select the base header or footer and the language you want to create a new version for. You can then enter the translations for the header or footer content, such as logos, links, menus, etc. You can also use the Translations menu to translate the text elements that are used in the header or footer². Reference: Career Site Builder Translations, Career Site Builder Locales

15. Frage

What should you consider regarding mapping candidate statuses for Advanced Analytics?

Note: There are 2 correct answers to this question.

- A. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.
- B. With some exceptions if a status is NOT mapped when the OData integration is run the sync will fail.
- C. After saving the status mappings in Command Center you can correct mapping errors as long as you do it during the same session.
- D. Any status that indicates that the candidate was NOT hired such as Automatically Disqualified does NOT need to be mapped.

Antwort: A,B

16. Frage

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