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SAP C_THR84_2411
Exam Preparation

C_THR84_2411 Exam Details, Sample Questions, and Practice Test

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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	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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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PracticeVCE is within your reach to obtain the top-rated SAP C_THR84_2411 Exam Questions. And it guarantees that you will pass the C_THR84_2411 certification exam on the maiden attempt. Several aspiring candidates have already heard about the prestigious SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience C_THR84_2411 Certification. But the real problem they face is their inability to find trustworthy, updated, and relevant SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience C_THR84_2411 exam practice tests that can assist them.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q59-Q64):

NEW QUESTION # 59
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. Data capture form
- C. Search bar
- D. Create an Account page

Answer: D

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 page1.
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 # 60

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

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:Sitewide metadata in Career Site Builder (CSB) plays a pivotal role in optimizing the career site for search engines and enhancing the user experience. The provided metadata setup-Page Title: "Jobs at Best Run," Meta Keywords: "Sales, Engineering, Human Resources, Management Jobs," and Meta Description: "Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more"-influences how the site appears in search results and on the browser. Let' s dissect each option with extensive detail:

* Option B (When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site): Correct. The Page Title serves as the clickable title in search engine results pages (SERPs), directing users to the CSB site.

* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "The Page Title defined in sitewide metadata, such as 'Jobs at Best Run,' is utilized by search engines as the clickable link text in search results, ensuring candidates are directed to the CSB site when the title is returned."

* Reasoning: Search engines like Google extract the Page Title to create the hyperlink in SERPs.

For example, a search for "Best Run jobs" might return "Jobs at Best Run - careers.bestrun.com," with the title acting as the anchor text. The Meta Keywords and Description support relevance but don't dictate the link text-only the Page Title does. This is a fundamental SEO mechanism, and CSB's metadata setup is designed to leverage it effectively.

* Practical Example: If a candidate searches "engineering jobs Best Run" on Google, the result might show "Jobs at Best Run" as a blue hyperlink leading to careers.bestrun.com, validated by testing in a CSB sandbox with similar metadata.

* Option C (When a user opens the home page for the site, Jobs at Best Run will display on the browser tab): Correct. The Page Title is also used as the browser tab title when a user visits the home page, providing instant site identification.

* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "The sitewide Page Title, such as 'Jobs at Best Run,' is displayed in the browser tab when a candidate opens the home page, serving as a quick identifier of the site's purpose."

* Reasoning: In modern browsers (e.g., Chrome, Firefox), the Page Title populates the tab title by default unless overridden by page-specific titles. For careers.bestrun.com, opening the home page shows "Jobs at Best Run" in the tab, enhancing brand recognition. The Meta Keywords and Description don't affect the tab display-they influence search snippets instead.

* Practical Example: Visiting careers.bestrun.com in a browser displays "Jobs at Best Run" in the tab, confirmed by configuring this

metadata in CSB > Site Settings and testing in a staging environment.
* Option A (Populating the Meta Keywords field is much more important than using keywords in the page content): Incorrect. Modern SEO prioritizes on-page content over Meta Keywords, which have diminished impact since the early 2000s.
* Reasoning: Search engines like Google rely more on the actual content of the page (e.g., job descriptions, headings) and the Meta Description for ranking, while Meta Keywords are a secondary signal and often ignored if overused or irrelevant. SAP's documentation doesn't emphasize Keywords over content. The provided setup (e.g., "Sales, Engineering") supports relevance but isn't the dominant factor.
* Option D (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): Incorrect. Category pages typically use page-specific titles, overriding the sitewide Page Title.
* Reasoning: In CSB, each Category page (e.g., "Sales Jobs") can have its own Page Title configured in CSB > Pages > Category Settings. If "Sales Jobs" is set as the title for that page, it will display in the browser tab instead of the sitewide "Jobs at Best Run." This allows targeted SEO for each category. The note about "metadata leading practices" implies proper setup (e.g., unique titles), reinforcing this override.
* Practical Example: Configuring careers.bestrun.com/sales-jobs with a Page Title "Sales Jobs at Best Run" results in the tab showing "Sales Jobs at Best Run," not the sitewide title, tested in a CSB instance. SAP's metadata behavior supports B and C as expected outcomes.References:
SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Metadata Configuration and SEO).

NEW QUESTION # 61
Which of the following statements describe recruitment marketing?Note: There are 2 correct answers to this question.

- A. The practice of promoting the value of an employer's brand in order to recruit talent
- B. The focus is on the immediate need to fill a specific job opening
- C. The collection of candidate information and organization of prospects based on experience and skills
- D. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job

Answer: A,D

Explanation:
Recruitment marketing is a term that refers to the process of attracting and engaging potential candidates for an organization, using various marketing techniques and channels. Recruitment marketing has two main aspects:
The practice of promoting the value of an employer's brand in order to recruit talent: This involves creating and communicating a compelling and consistent message about the organization's culture, vision, values, and benefits, and showcasing it to the target talent pool. The goal is to build awareness, trust, and loyalty among the candidates, and to differentiate the organization from its competitors. Employer branding can be done through various media, such as websites, social media, blogs, videos, podcasts, events, or referrals.
The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job: This involves identifying and reaching out to the right candidates, using data-driven insights and personalized content. The goal is to generate interest, curiosity, and excitement among the candidates, and to guide them through the candidate journey, from awareness to consideration to application. Recruitment marketing strategies can include search engine optimization (SEO), pay-per-click (PPC) advertising, email marketing, social media marketing, content marketing, or talent networks.
The collection of candidate information and organization of prospects based on experience and skills: This is not a correct answer, because this is more related to candidate relationship management (CRM) than recruitment marketing. CRM is a tool or system that helps recruiters to manage and track their interactions with candidates, and to build and maintain long-term relationships with them. CRM can help recruiters to collect and store candidate information, such as resumes, profiles, preferences, or feedback, and to segment and organize prospects based on various criteria, such as experience, skills, location, or source. CRM can also help recruiters to communicate and engage with candidates, such as sending automated messages, reminders, or newsletters, or inviting them to events or webinars.
The focus is on the immediate need to fill a specific job opening: This is not a correct answer, because this is more related to recruitment than recruitment marketing. Recruitment is the process of finding, screening, interviewing, and hiring candidates for a specific job opening, using various methods and tools. Recruitment focuses on the short-term need to fill a vacancy, and evaluates candidates based on their qualifications, competencies, and fit for the role. Recruitment can be done through various channels, such as job boards, career sites, referrals, or agencies. Reference:

NEW QUESTION # 62
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. Add a campaign code to all XML job feeds that you create for your customer.
- C. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- D. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.

Answer: B,C

NEW QUESTION # 63

Job Delivery
As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page.
Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales- AJobs/597140/?utm_source=sales2023&utm_campaign=youtube
- B. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- C. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube?utm_campaign=sales2023
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

Answer: D

Explanation:
The correct URL for the scenario is:
https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023 This URL contains the correct tracking links for the following reasons:
The utm_source parameter specifies the source of the traffic, which is youtube in this case1.
The utm_campaign parameter specifies the name of the campaign, which is sales2023 in this case1.
The utm_source and utm_campaign parameters are separated by an ampersand (&) and preceded by a question mark (?) after the main URL1.
The other options are incorrect for the following reasons:
Option A: The utm_source and utm_campaign parameters are reversed, which will result in inaccurate tracking of the traffic source and campaign name1.
Option C: The utm_source and utm_campaign parameters are preceded by an ampersand (&) instead of a question mark (?), which will cause an error in the URL syntax1.
Option D: The utm_source and utm_campaign parameters are separated by a question mark (?) instead of an ampersand (&), which will cause an error in the URL syntax1.

NEW QUESTION # 64

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