

C_THR84_2411 Practice Questions & C_THR84_2411 Actual Lab Questions: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience

Complete Guide to 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	• 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 2	• 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 3	• 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 4	• 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 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	• 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 7	• 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 8	• 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 9	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q61-Q66):

NEW QUESTION # 61

Implement Advanced Analytics

Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Allows customers to evaluate trends in source performance over time
- B. Provides a variety of options for generating graphics to display report results

- C. Allows customers to drill into recruiting data such as dates, brands, and job categories
- **D. Provides insight into which sources are delivering high-quality candidates**
- E. Allows customers to track direct and indirect recruiting costs for job postings

Answer: A,B,D

Explanation:

Option B is correct because Advanced Analytics provides insight into which sources are delivering high-quality candidates.

Advanced Analytics measures the source quality by calculating the conversion rates of candidates from different sources at each stage of the recruiting funnel, such as visits, applications, interviews, and hires. This helps customers to evaluate the effectiveness and return on investment of their sources and optimize their sourcing strategy¹.

Option C is correct because Advanced Analytics allows customers to drill into recruiting data such as dates, brands, and job categories. Advanced Analytics enables customers to filter and segment the data by various dimensions, such as date range, brand, locale, job category, job function, job level, and source. This allows customers to analyze the data in more detail and compare the performance of different segments¹.

Option D is correct because Advanced Analytics allows customers to evaluate trends in source performance over time. Advanced Analytics displays the data in graphical and tabular formats, such as line charts, bar charts, pie charts, and tables. These formats allow customers to visualize the changes and patterns in the data over time and identify the sources that are increasing or decreasing in quality and quantity¹.

Option A is incorrect because Advanced Analytics does not provide a variety of options for generating graphics to display report results. Advanced Analytics uses predefined graphics that are based on the best practices and standards for data visualization. Customers cannot customize or change the graphics in Advanced Analytics².

Option E is incorrect because Advanced Analytics does not allow customers to track direct and indirect recruiting costs for job postings. Advanced Analytics does not capture or calculate the costs associated with the sources or the job postings. Advanced Analytics focuses on the candidate behavior and outcomes, not on the financial aspects of recruiting².

Reference:

1: Advanced Analytics | SAP Help Portal

2: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training

NEW QUESTION # 62

Where can you create links to hard-to-fill jobs on the Home page?Note: There are 2 correct answers to this question.

- **A. Within the Top Job Searches link in the footer**
- B. Within the content dropdown menu in the header
- **C. Within the Featured Jobs component**
- D. Within the category dropdown menu in the header

Answer: A,C

Explanation:

You can create links to hard-to-fill jobs on the Home page by using the following methods:

Within the Featured Jobs component: This component allows you to display a list of jobs that you want to highlight on the Home page. You can select the jobs manually or use rules to filter them based on criteria such as location, function, or industry¹. This way, you can showcase the hard-to-fill jobs to the candidates and encourage them to apply.

Within the Top Job Searches link in the footer: This link allows you to display a list of popular or trending job searches on the Home page. You can configure the link to show the top job searches based on the number of clicks, views, or applications². This way, you can attract the candidates to the hard-to-fill jobs that are in high demand.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Pages and Components, Lesson: Creating and Configuring Components, Slide 13 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 4: Career Site Builder Pages and Components, Lesson: Creating and Configuring Components, Slide 14 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Career Site Builder Pages and Components <= 10%

NEW QUESTION # 63

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header?

Note: There are 3 correct answers to this question.

- A. Enable the About Us link in the header that is provided with all CSB sites.

- B. Create a list type link in the header named About Us.
- C. Create content type links in the header under About Us that link to the three internal pages.
- D. Create an external type link in the header under About Us that opens a new session links to the page hosted on the customer's corporate site.
- E. Create category type links in the header under About Us that link to the three internal pages.

Answer: B,C,D

NEW QUESTION # 64

Career Site Design and Accessibility

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

Answer: A,D,E

Explanation:

Option A is correct because asking people with disabilities to test the site is a leading practice to ensure that the website is accessible. People with disabilities can provide valuable feedback and insights on how the site works for them, what barriers or challenges they face, and what improvements can be made to enhance their user experience¹.

Option B is incorrect because asking people in your IT department to test the site is not a sufficient practice to ensure that the website is accessible. People in your IT department may not have the expertise or the perspective of people with disabilities, and they may not be able to identify or address all the accessibility issues that may arise on the site¹.

Option C is correct because using an online accessibility checker, such as WAVE, to test the site is a leading practice to ensure that the website is accessible. An online accessibility checker is a tool that can automatically scan and evaluate the site for common accessibility errors, such as missing alt text, low contrast, broken links, and invalid code. It can also provide suggestions and recommendations on how to fix the errors and improve the site's accessibility².

Option D is correct because reviewing the site using assistive technology such as a screen reader like JAWS or NVDA is a leading practice to ensure that the website is accessible. A screen reader is a software that converts text and images on the screen into speech or braille output for people who are blind or have low vision. Reviewing the site using a screen reader can help you understand how the site is perceived and navigated by people who rely on this technology, and what issues or difficulties they may encounter on the site.

Option E is incorrect because carefully reviewing the site's code to look for issues with tagging and other elements is not a reliable practice to ensure that the website is accessible. While reviewing the site's code can help you check for some technical aspects of accessibility, such as semantic markup, headings, labels, and roles, it cannot guarantee that the site is accessible for all users and devices. Accessibility is not only about code, but also about design, content, functionality, and usability¹.

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: Web Accessibility Evaluation Tools List | W3C

4: WAVE Web Accessibility Evaluation Tool

[5]: Screen Readers | WebAIM

NEW QUESTION # 65

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. SSL Authentication
- B. Password-less Authentication
- C. Multi-Factor Authentication
- D. Registration with SFTP
- E. Registration with SMS

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's "Create an Account"), offers advanced authentication options. Let's analyze:

* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."

* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives

"Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication

> SMS Settings.

* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.

* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Multi-Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."

* Reasoning: A candidate logs in with a password and a code to john.doe@bestrun.com, improving security post-registration.

* Practical Example: "Best Run" enables MFA, verified with a test login.

* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."

* Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.

* Practical Example: "Best Run" tests this with a candidate on March 6, 2025.

* Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.

* Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.

* Why A, B, D: These are CDC's candidate-facing options, per SAP's integration. SAP's authentication options support A, B,

D. References: SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

NEW QUESTION # 66

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