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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	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 3	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 4	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.
Topic 5	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 6	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.

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

NEW QUESTION # 73

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)? Note: There are 3 correct answers to this question.

- A. CSB uses metadata to help ensure that jobs pages are search engine-friendly.
- B. A new site map is created delivered to Google Bing weekly.
- C. The jobs posted to CSB sites are accessible to website crawlers.
- D. CSB supports creating Category pages to host jobs which helps build SEO value more than specific job postings.
- E. CSB automatically populates hidden text on every page with the keywords provided in the metadata.

Answer: A,C,D

NEW QUESTION # 74

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

Answer: A,B,D

NEW QUESTION # 75

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

Answer: B,C

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 # 76

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- **A. Users must be set up for Recruiter SSO.**
- B. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- **C. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.**
- D. Advanced Analytics user permissions are configured in Command Center.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation: Advanced Analytics (AA) permissions are critical for data access:

- * Option B (Users must be set up for Recruiter SSO): Correct. Single Sign-On (SSO) ensures secure, streamlined access to AA.
- * SAP Documentation Excerpt: From the Advanced Analytics Guide: "Users accessing Advanced Analytics must be configured with Recruiter SSO to ensure seamless and secure authentication across Recruiting tools."
- * Option D (Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details): Correct. Permissions can be tiered for summary or detailed views.
- * SAP Documentation Excerpt: From the Advanced Analytics Guide: "Permissions can be defined to restrict users to high-level reports or grant drill-down capabilities into detailed recruiting data, based on role requirements."
- * Option A: Incorrect. Permissions can be set pre-CSB go-live for testing.
- * Option C: Incorrect. Permissions are set in Admin Center, not Command Center. SAP's AA security model supports B and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide.

NEW QUESTION # 77

In order to add the Cloud Skills component to the Career Site, which of the following must be enabled? Note: There are 2 correct answers to this question.

- **A. Mobile Apply**
- B. Legacy Candidate Workbench
- C. Multi-Stage Applications
- **D. Unified Data Model**

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Cloud Skills component in Career Site Builder (CSB) displays job skills in a visually engaging word cloud format, typically on the job page. To enable this:

- * Option A (Mobile Apply): Correct. Mobile Apply ensures candidates can interact with job features (like Cloud Skills) on mobile devices, a prerequisite for modern CSB components.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Mobile Apply must be enabled to support advanced components such as Cloud Skills, ensuring a seamless candidate experience across devices, including mobile."
- * Option D (Unified Data Model): Correct. The Unified Data Model (UDM) provides structured data (e.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "The Cloud Skills component requires the Unified Data Model to be enabled, as it leverages mapped job requisition fields, such as skills, to generate the word cloud display on the career site."

* Option C (Multi-Stage Applications): Incorrect. Multi-Stage Applications enhance application workflows but aren't required for the Cloud Skills component. SAP's requirements for advanced CSB features support A and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Component Configuration); Unified Data Model Configuration Guide.

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