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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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 6	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 7	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 8	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 9	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 10	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Enable your customer's Source Tracker options from Command Center.
- B. If a source that the customer requests is NOT available to enable in the Site Source Editor submit a support ticket to

request that the source be created.

- C. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- D. Before a recruiter manually posts a job online they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- E. When setting up the Source Tracker for your customer enable all possible sources.

Answer: A,C,D

NEW QUESTION # 13

Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- B. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- C. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- D. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.

Answer: D

Explanation:

The Cookie Consent Manager is a feature that allows candidates to view and modify their cookie preferences on the Career Site Builder site. The Cookie Consent Manager can be accessed by clicking on a link in the header or footer of the site, which the consultant must configure in the Career Site Builder settings. The link can be customized with different text, icon, and style options. Once the candidate clicks on the link, they can see the list of cookies that are used on the site, and choose to enable or disable them based on their preferences. The candidate can also view the cookie policy and the privacy statement from the Cookie Consent Manager. The candidate's cookie preferences are stored in their browser and applied on subsequent visits to the site, unless they clear their browser cache or change their preferences again. Reference:

<https://training.sap.com/course/hr832-sap-successfactors-recruiting-candidate-experience-administration-classroom-094-g-en/>

<https://learning.sap.com/learning-journeys/configure-sap-successfactors-recruiting-recruiter-experience>

NEW QUESTION # 14

Which of the following is NOT one of the five standard statuses that are displayed in Advanced Analytics?

- A. Forwarded
- B. Offer Made
- C. Interviewed
- D. Apply Complete

Answer: A

Explanation:

Advanced Analytics is a reporting tool that allows you to measure and optimize the candidate experience on your Career Site Builder (CSB) site. It tracks the candidates' behavior and actions on the site, such as page views, searches, applications, and referrals. It also tracks the candidates' progress through the application process, using five standard statuses: Apply Start, Apply Complete, Interviewed, Offer Made, and Hired. These statuses are based on the status configuration in SAP SuccessFactors Recruiting Management. Forwarded is not one of the standard statuses in Advanced Analytics, as it is not a relevant indicator of the candidate experience.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 7: Implement Advanced Analytics, Lesson: Overview of Advanced Analytics SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Implement Advanced Analytics <= 10%

NEW QUESTION # 15

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3

correct answers to this question.

- A. Custom third-party libraries
- B. Custom third-party chatbots
- C. Custom third-party cascading style sheets (CSS)
- D. Custom third-party survey tools
- E. Custom third-party analytics for tracking purposes

Answer: C,D,E

NEW QUESTION # 16

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Auto-populate from a saved search.
- B. Add from an email campaign.
- C. Candidates can add themselves.
- D. Add from the Applicant Workbench.
- E. Add from a Candidate Search.

Answer: A,D,E

NEW QUESTION # 17

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