

# SAP C-THR84-2411 Overview of the Problems Faced in Preparation Exam Questions

## 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	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Candidate Experience Overview and Project Kickoff:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Site Setup:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Career Site Design and Accessibility:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Move to Production:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Global Settings and Global Styles:</b> 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.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>• <b>Career Site Builder Pages and Components:</b> 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.</li> </ul>
Topic 10	<ul style="list-style-type: none"> <li>• <b>Other Career Site Setup:</b> 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.</li> </ul>

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## Certification C-THR84-2411 Sample Questions, New C-THR84-2411 Test Blueprint

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):

### NEW QUESTION # 42

Move to Production

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production?

Note: There are 3 correct answers to this question.

- A. SAP SuccessFactors has released code to preview, but NOT yet to production.
- B. You exported Site Settings from stage but did NOT update values in the XML file.
- C. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- D. The SSL certificate has NOT yet been created.

- E. Email layouts have NOT been configured in the CSB stage environment.

**Answer: A,C,D**

Explanation:

Moving the Career Site Builder (CSB) site from stage to production is the final step of the implementation process. It allows you to publish your site to the live environment and make it accessible to the candidates. However, there are some conditions that will prevent you from moving the CSB site from stage to production. Some of these conditions are:

The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production. Real Time Job Sync is a feature that synchronizes the job data between the Recruiting Management and the CSB modules. You need to configure it in both the stage and the production environments to ensure that the job data is consistent and up-to-date on your site<sup>1</sup>.

The SSL certificate has NOT yet been created. SSL is a protocol that encrypts the personal data used in the recruiting process. You need to create and install an SSL certificate for your site to ensure that the data transmission between the candidate's browser and the site is secure and protected<sup>2</sup>.

SAP SuccessFactors has released code to preview, but NOT yet to production. SAP SuccessFactors releases code updates to the preview and the production environments at different times. You need to wait until the code is released to the production environment before you can move the CSB site from stage to production. This ensures that the site functionality and performance are not affected by the code changes<sup>3</sup>.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Moving to Production, Slide 7 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 6: Move to Production, Lesson: Moving to Production, Slide 8 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Move to Production <= 10%

#### NEW QUESTION # 43

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and scheduled job scraping
- **B. Automated standard XML feeds and custom XML feeds**
- **C. Automated standard XML feeds and Recruiting Posting**
- D. Automated Recruiting Posting and scheduled job scraping

**Answer: B,C**

Explanation:

Job delivery is the process of distributing job postings to various channels, such as job boards, social media, or search engines, to attract candidates to the Career Site Builder (CSB) site. SAP SuccessFactors Recruiting offers two options to automate job delivery:

Automated standard XML feeds and custom XML feeds: This option allows customers to generate XML files that contain the job data from SAP SuccessFactors Recruiting Management and send them to the selected job boards via FTP or HTTP. The standard XML feed is a predefined format that is compatible with most job boards, while the custom XML feed is a customized format that can be tailored to the specific requirements of a job board. Customers can configure the frequency, content, and destination of the XML feeds in the Manage Job Board Settings tool in SAP SuccessFactors Recruiting Management.

Automated standard XML feeds and Recruiting Posting: This option allows customers to leverage the Recruiting Posting solution, which is a cloud-based service that connects SAP SuccessFactors Recruiting Management with over 4000 job boards and social media platforms. Customers can use the standard XML feed to send the job data to the Recruiting Posting solution, which then distributes the job postings to the selected channels. Customers can also track the performance and status of the job postings in the Recruiting Posting dashboard.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Overview of Job Delivery  
SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Job Delivery <= 10%

#### NEW QUESTION # 44

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- **A. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the**

remaining fields.

- B. Existing candidates are NOT able to complete new fields on a data capture form.
- C. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form.
- D. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form.

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:

\* Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."

\* Reasoning: The email, sent via Recruiting Email Triggers, might include a personalized link (e.g., [careers.bestrun.com/update-form?token=XYZ](https://careers.bestrun.com/update-form?token=XYZ)), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.

\* Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" to [john.doe@email.com](mailto:john.doe@email.com), linking to a form where John adds "Project Management" to his profile.

\* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.

\* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form submission."

\* Reasoning: After logging in at [careers.bestrun.com/login](https://careers.bestrun.com/login), the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.

\* Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.

\* Option A (To complete any missing fields, the recruiter generates a code for the candidate to use):

Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.

\* Option B (Existing candidates are NOT able to complete new fields): Incorrect. Existing candidates can update fields via campaigns or profiles, as long as the form or profile settings allow it. SAP's candidate data management processes support C and D as viable solutions. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

## NEW QUESTION # 45

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

**Answer: A,B**

Explanation:

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.

### NEW QUESTION # 46

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Site banner
- B. Footers
- C. Headers
- D. Colors
- E. Social share

**Answer: B,C,D**

### NEW QUESTION # 47

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