

SAP C-THR84-2411 Valid Practice Materials & Regualer C-THR84-2411 Update

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 Valid Practice Materials <<

Regualer C-THR84-2411 Update - New C-THR84-2411 Practice Questions

Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting Candidate Experience (C-THR84-2411) practice exam software will record all the attempts you have made in the past and display any modifications or improvements made in each attempt. This Prepare for your SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting Candidate Experience (C-THR84-2411) exam simulation software enables you to track your progress and quantify how

much you have improved.

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

NEW QUESTION # 61

Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Alt Text is NOT required for logos on the site.
- B. Do NOT use embedded text on images.
- C. Select images that have a strong focal point.
- D. Unique alt text should be populated for all images in all languages.
- E. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Images in Career Site Builder (CSB) enhance visual appeal and accessibility, requiring careful consideration to meet standards like WCAG 2.1. Let's delve into the options:

- * Option A (Select images that have a strong focal point): Correct. Images with a clear focus (e.g., a person's face) engage candidates and improve visual hierarchy.
- * SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Leading practice recommends selecting images with a strong focal point to draw candidate attention and enhance the visual experience on the CSB site."
- * Reasoning: A photo of a smiling employee on careers.bestrun.com/home stands out over a blurry group shot, guiding the eye to key content. This is configured in CSB > Pages > Image Upload.
- * Practical Example: For "Best Run," choosing an image of a team leader for the "About Us" page increases engagement.
- * Option C (Do NOT use embedded text on images): Correct. Embedded text (e.g., "Join Us" on a banner) isn't accessible to screen readers or searchable, violating SEO and accessibility norms.
- * SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Avoid using embedded text on images, as it cannot be read by screen readers and may not be indexed by search engines; use alt text instead."
- * Reasoning: Instead of embedding "Apply Now" on an image, use HTML text with CSS styling in CSB > Global Styles, ensuring accessibility for users with JAWS.
- * Practical Example: "Best Run" replaces a text-over-image banner with a styled "Apply Now" button.
- * Option E (Unique alt text should be populated for all images in all languages): Correct. Alt text describes images for accessibility and must reflect content in each locale.
- * SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Populate unique alt text for all images in each language to ensure accessibility and relevance for candidates across locales."
- * Reasoning: For an image of a team on careers.bestrun.com, alt text is "Best Run team meeting" (en_US) and "Reunion de l'équipe Best Run" (fr_FR), set in CSB > Pages > Image Settings.
- * Practical Example: "Best Run" updates alt text for a logo across en_US, fr_FR, and es_ES.
- * Option B (Alt Text is NOT required for logos): Incorrect. WCAG 2.1 mandates alt text for all images, including logos, for accessibility (e.g., "Best Run Logo").
- * Option D (All images should be oriented as portrait): Incorrect. Orientation (portrait or landscape) depends on design needs, not a universal rule.
- * Why A, C, E: These align with accessibility and engagement standards, per SAP. SAP's accessibility guidelines support A, C, E.

NEW QUESTION # 62

Which of these Recruiting features use generic objects? Note: There are 2 correct answers to this question.

- A. Activity tracking
- B. Recruiting teams
- C. Marketing brands
- D. Talent pool status sets

Answer: C,D

Explanation:

Marketing brands and talent pool status sets are two of the Recruiting features that use generic objects. Generic objects are custom

objects that can be created and configured in the Metadata Framework (MDF) to extend the functionality and the flexibility of the SAP SuccessFactors solutions. Generic objects can have their own fields, associations, rules, validations, and UI configurations. Some of the benefits of using generic objects are:

They can be easily created and maintained by the administrators without coding or provisioning.

They can be integrated with other SAP SuccessFactors modules and features, such as Role-Based Permissions, Reporting, and Intelligent Services.

They can be updated and deployed without affecting the system performance or availability.

Marketing brands and talent pool status sets are examples of generic objects that are used in the Recruiting module to enhance the candidate experience and the recruiter efficiency. Marketing brands are generic objects that define the branding and the messaging of the customer's organization to attract and engage the candidates. Marketing brands can have different attributes, such as the brand name, the brand logo, the brand description, the brand color, the brand font, and the brand email signature. Marketing brands can be associated with other generic objects, such as job requisitions, email campaigns, and landing pages, to create a consistent and personalized candidate experience. Talent pool status sets are generic objects that define the stages and the actions of the candidate relationship management (CRM) process. Talent pool status sets can have different attributes, such as the status set name, the status set description, the status set type, and the status set values. Talent pool status sets can be associated with other generic objects, such as talent pools, talent pool candidates, and email templates, to manage and track the candidate pipeline and the communication. The other two options are incorrect because:

Recruiting teams are not generic objects, but rather standard objects that are predefined and configured in the Recruiting Management system. Recruiting teams are objects that define the roles and the responsibilities of the users who are involved in the recruiting process, such as the hiring manager, the recruiter, the interviewer, and the coordinator. Recruiting teams can be associated with other standard objects, such as job requisitions, job applications, and offer approvals, to assign and control the access and the actions of the users.

Activity tracking is not a generic object, but rather a standard feature that is enabled and configured in the Provisioning system.

Activity tracking is a feature that records and displays the activities and the interactions of the candidates and the recruiters throughout the recruiting process, such as the candidate views, the candidate applies, the recruiter emails, and the recruiter notes.

Activity tracking can be integrated with other standard features, such as Reporting, Intelligent Services, and Email Notifications, to analyze and improve the candidate experience and the recruiter efficiency.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

[THR84 - SAP SuccessFactors Recruiting: Candidate Experience Academy]

[THR84 - Unit 3: Candidate Relationship Management]

[THR84 - Unit 4: Career Site Builder Global Settings and Global Styles]

NEW QUESTION # 63

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
- B. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- C. API Key is from CSB > Settings > Site Configuration > Site Integrations.
- D. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation: Real Time Job Sync connects Career Site Builder (CSB) to Recruiting Management, requiring specific credentials and keys in Provisioning's Service Provider Settings. Let's explore the sources:

* Option B (The API Key, Username, and Password are from CSB > Tools > Manage API Credentials): Correct. These credentials authenticate the sync between CSB and the SAP system.

* SAP Documentation Excerpt: From the Implementation Handbook: "In CSB > Tools > Manage API Credentials, obtain the API Key, Username, and Password required to populate the Service Provider Settings in Provisioning for Real Time Job Sync."

* Reasoning: In CSB, navigate to Tools > Manage API Credentials, generate or retrieve these values (e.g., API Key: "abc123", Username: "admin"), and input them into Provisioning > Company Settings > Service Provider Settings. This ensures secure data flow from job requisitions to the CSB site.

* Practical Example: For "Best Run," a consultant copies "API Key: xyz789" from CSB and pastes it into Provisioning, tested successfully in a sandbox.

* Option C (The Security Key is from CSB > Settings > Site Configuration > Site Integrations):

Correct. The Security Key secures the integration endpoint, a critical component for sync activation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Security Key, found in CSB > Settings >

Site Configuration > Site Integrations, is used in the Service Provider Settings to enable secure Real Time Job Sync between CSB and Recruiting Management."

* Reasoning: In CSB > Settings > Site Configuration > Site Integrations, locate the Real Time Job Sync section, copy the Security Key (e.g., "sec456"), and add it to Provisioning. This key validates the connection, preventing unauthorized access.

* Practical Example: For "Best Run," entering "sec456" in Provisioning enables sync, verified by job data appearing on careers.bestrn.com

* Option A (The URLs, Username, and Password are from CSB > Tools > Manage API Credentials): Incorrect. URLs are system-generated in Provisioning or CSB documentation, not retrieved from Manage API Credentials, which focuses on authentication tokens.

* Option D (API Key is from CSB > Settings > Site Configuration > Site Integrations): Incorrect.

The API Key is sourced from Manage API Credentials, not Site Integrations, which provides the Security Key.

* Why B, C: These are the precise sources for sync credentials, per SAP's setup process. SAP's sync setup process confirms B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Career Site Builder Administration Guide.

NEW QUESTION # 64

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Finish the CSB Configuration Workbook.
- B. **Review the statement of work (SOW).**
- C. **Assist the customer to complete the Readiness Checklist.**
- D. Develop the CSB project plan.

Answer: B,C

Explanation:

According to the SAP SuccessFactors Recruiting Candidate Experience Administration course1, before the CSB kickoff call, the following actions are recommended:

Assist the customer to complete the Readiness Checklist. This checklist helps the customer to prepare for the CSB implementation by gathering the necessary information and assets, such as logos, images, videos, etc.

Review the statement of work (SOW). This document defines the scope, deliverables, timeline, and responsibilities of the CSB project. It is important to review the SOW to ensure that the customer's expectations and requirements are aligned with the project plan and budget.

Developing the CSB project plan and finishing the CSB Configuration Workbook are not recommended actions before the CSB kickoff call. These tasks are usually done after the kickoff call, as part of the CSB implementation process. Reference: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 65

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. Customers need to renew XML job feeds annually.
- B. All of the customer's jobs are included in a standard XML Feed.
- C. **The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.**
- D. **One standard XML feed is included in the statement of work for a standard recruiting implementation.**

Answer: C,D

NEW QUESTION # 66

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