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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 5	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 7	<ul style="list-style-type: none">• 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 8	<ul style="list-style-type: none"> • 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 9	<ul style="list-style-type: none"> • 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 10	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66

What are some SAP recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- **A. Establish release management.**
- B. Establish regular housekeeping tasks procedures.
- **C. Define roles responsibilities as part of a process transformation office.**
- D. Integrate clean core practices in the end-to-end value process chain.
- **E. Establish an organizational structure technical foundation transformation methodology for clean core.**

Answer: A,C,E

NEW QUESTION # 67

Candidate Experience Overview and Project Kickoff

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- **B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.**
- C. The customer maintains their own career site in addition to the CSB career site.
- **D. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.**

Answer: B,D

Explanation:



SAP SuccessFactors 



Some key features of a fully hosted Career Site Builder (CSB) site are:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site. This will provide a seamless and branded experience for the candidates and allow them to explore the company's culture, values, and opportunities¹.

All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site. This will enable the candidates to find and apply for jobs that match their interests and qualifications, and also learn more about the company's benefits, diversity, and social responsibility².

The other options are not valid features of a fully hosted CSB site:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system. This will create a disjointed and unappealing experience for the candidates and may discourage them from applying or returning to the site³.

The customer maintains their own career site in addition to the CSB career site. This will create duplication and inconsistency of content and design, and also increase the maintenance and cost for the customer⁴.

NEW QUESTION # 68

Career Site Design and Accessibility

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

Answer: A,C,D

Explanation:

Some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB) are:

A new site map is created and delivered to Google and Bing weekly. This will help the search engines index the career site and its pages and jobs more efficiently and accurately¹.

CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings. This will help the career site rank higher for relevant keywords and attract more candidates².

CSB uses metadata to help ensure that jobs and pages are search engine-friendly. This will help the career site provide relevant and descriptive information to the search engines and the candidates³.

The other options are not valid SEO leading practices achieved by CSB:

The jobs posted to CSB sites are accessible to website crawlers. This is not a leading practice, but a basic requirement for any career site to be visible to search engines. CSB does not provide any special feature or advantage for this⁴.

CSB automatically populates hidden text on every page with the keywords provided in the metadata. This is not a leading practice, but a black hat SEO technique that can harm the career site's ranking and reputation. CSB does not support or recommend this⁵.

NEW QUESTION # 69

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Carefully review the site's code to look for issues with tagging and other elements.
- B. Ask people in your IT department to test the site.
- C. Ask people with disabilities to test the site.
- 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: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Accessibility ensures that the Career Site Builder (CSB) site complies with standards like WCAG 2.1, benefiting all users, including those with disabilities:

- * Option A (Ask people with disabilities to test the site): Correct. User testing by individuals with disabilities provides real-world feedback on accessibility, aligning with SAP's emphasis on inclusive design in CSB implementations.
 - * Option D (Use an online accessibility checker, such as WAVE, to test the site): Correct. Tools like WAVE identify issues (e.g., missing alt text, contrast errors) efficiently, a recommended practice in SAP's accessibility guidelines.
 - * Option E (Review the site using assistive technology such as a screen reader like JAWS or NVDA): Correct. Testing with screen readers ensures compatibility with assistive technologies, a critical step per WCAG and SAP best practices.
 - * Option B (Ask people in your IT department to test the site): Incorrect. While IT testing is valuable, it doesn't specifically address accessibility unless the testers have expertise or disabilities, making it less targeted than A, D, or E.
 - * Option C (Carefully review the site's code to look for issues with tagging and other elements): Incorrect as a "leading practice." Manual code review is time-consuming and less practical compared to automated tools (D) or user testing (A, E), though it can supplement them. SAP's Career Site Builder Accessibility Guide and WCAG principles support A, D, E as leading practices.
- References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide; WCAG 2.1 Guidelines.

NEW QUESTION # 70

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

Answer: A,B,C

NEW QUESTION # 71

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