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## SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<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 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q34-Q39):

### NEW QUESTION # 34

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- B. The recruiter did NOT include the job with Sync Recruiting Jobs.
- C. The recruiter did NOT include a job description.
- D. The recruiter did NOT include a country.

**Answer: B,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

- \* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.
- \* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."
- \* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.
- \* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.
- \* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.
- \* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."
- \* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.
- \* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.
- \* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.
- \* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect. Permissions affect CSB access, not job sync, which is governed by requisition settings.
- \* Why A, B: These are sync-specific prerequisites, verified via sync logs and requisition checks. SAP's sync setup process supports A and B. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

### NEW QUESTION # 35

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Invited to Apply
- B. Forwarded
- C. Withdrawn by Candidate
- D. Auto Disqualified

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting. Let's identify exceptions:

- \* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply' does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
- \* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
- \* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
- \* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded' is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."
- \* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
- \* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
- \* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
- \* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
- \* Why B, C: These are pre- or non-pipeline states, per SAP's mapping rules. SAP's status mapping guidelines support B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

### NEW QUESTION # 36

You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud.

In which of the following pages can you configure the skills cloud component?

- A. Home Page
- B. Category Page
- C. Landing Page
- **D. Job Page**

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Skills Cloud component visually displays job skills as a word cloud, enhancing candidate understanding of role requirements. Let's determine the appropriate page:

\* Option D (Job Page): Correct. The Skills Cloud is configured on the Job Page, where individual job details are presented.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Skills Cloud component can be added to the Job Page in Career Site Builder, displaying a word cloud of skills pulled from the job requisition to highlight key competencies for that role."

\* Reasoning: On careers.bestrun.com/job/123 (a Job Page), the Skills Cloud might show "Java, SQL, Teamwork" sized by relevance, derived from the requisition's skills field via the Unified Data Model (UDM). This placement provides context for a specific job.

\* Practical Example: For a "Software Engineer" job at "Best Run," the cloud emphasizes

"Python" (large) and "Agile" (smaller), configured in CSB > Job Layouts > Add Component, tested in a sandbox.

\* Option A (Landing Page): Incorrect. Landing Pages focus on campaigns or forms (e.g., a hiring event page), not individual job skill displays.

\* Option B (Category Page): Incorrect. Category Pages list multiple jobs (e.g., "Sales Jobs"), not detailed skill clouds for a single role.

\* Option C (Home Page): Incorrect. The Home Page highlights featured jobs or branding, not specific skill visualizations.

\* Why D: The Job Page is the logical placement for role-specific visuals, per SAP's component design.

SAP's Skills Cloud documentation supports D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Skills Cloud).

### NEW QUESTION # 37

Career Site Builder Pages and Components

What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

- **A. Category pages use the same design layout to provide a consistent user experience.**
- **B. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).**
- C. Category pages do NOT contain jobs that appear on other Category pages.
- **D. Category pages host minimal content to allow candidates to find jobs quickly and easily.**
- E. Category pages contain different headers and footers than the Home page.

**Answer: A,B,D**

Explanation:

Some leading practices when creating Category pages are:

Page titles should end with the word Jobs or Careers for better search engine optimization (SEO). This will help the career site rank higher in search engines and attract more candidates<sup>1</sup>.

Category pages use the same design layout to provide a consistent user experience. This will make the career site look professional and easy to navigate<sup>2</sup>.

Category pages host minimal content to allow candidates to find jobs quickly and easily. This will reduce the cognitive load and increase the conversion rate of the candidates<sup>3</sup>.

The other options are not leading practices when creating Category pages:

Category pages contain different headers and footers than the Home page. This will create confusion and inconsistency for the candidates and may affect the branding of the career site.

Category pages do NOT contain jobs that appear on other Category pages. This will limit the exposure and visibility of the jobs and may prevent candidates from finding the best fit for their skills and interests.

### NEW QUESTION # 38

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.



