

Exam SAP C-THR84-2411 Quick Prep, C-THR84-2411 Exam Topics

Complete Guide to SAP C_THR84_2411 Exam Preparation

C_THR84_2411 Exam Details, Sample Questions, and Practice Test

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q58-Q63):

NEW QUESTION # 58

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Welcome/Thanks for Creating Account
- **B. Data Capture Form Submitted - Welcome and Set Password Email**
- C. Career Site E-Mail Notification
- D. Recruiting Manual Candidate Creation Notification

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation: Data capture forms in CSB collect candidate information (e.g., name, email) without requiring a full job application. After submission, an email trigger notifies the candidate. Here's why D is correct:

* Option D (Data Capture Form Submitted - Welcome and Set Password Email): This trigger is specifically designed for data capture form submissions. It sends a welcome email with a link to set a password, enabling candidates to create an account and access the career site. It aligns with the scenario of capturing initial candidate interest and encouraging further engagement.

* Option A (Career Site E-Mail Notification): Too generic; it doesn't specify the data capture context and isn't a defined trigger for this purpose.

* Option B (Recruiting Manual Candidate Creation Notification): This applies to recruiters manually adding candidates in the system, not form submissions by candidates.

* Option C (Welcome/Thanks for Creating Account): While similar, this is typically for account creation post-application, not specifically tied to data capture forms. SAP SuccessFactors Recruiting documentation confirms that Data Capture Form Submitted - Welcome and Set Password Email is the designated trigger for this use case, ensuring candidates receive a tailored response. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide.

NEW QUESTION # 59

Your customer requires additional Home pages when enabling which of the following elements? Note: There are 2 correct answers to this question.

- A. Site kits
- **B. Locales**
- **C. Brands**
- D. Maps

Answer: B,C

Explanation:

Your customer requires additional Home pages when enabling brands and locales on their Career Site Builder site. Brands are different identities or subdomains that your customer may have for their career site, such as different divisions, regions, or products. Locales are different languages or regional settings that your customer may have for their career site, such as English, French, or German. When enabling brands and locales, you need to create additional Home pages for each combination of brand and locale, to ensure that the content and layout are consistent and appropriate for each audience. For example, if your customer has two brands, Brand A and Brand B, and two locales, English and French, then you need to create four Home pages:

Home - English - Brand A

Home - English - Brand B

Home - French - Brand A

Home - French - Brand B

Maps and site kits are not elements that require additional Home pages when enabling them on a Career Site Builder site. Maps are components that display the location of your customer's offices or job requisitions on a map. Site kits are templates that provide predefined styles, components, and pages for your career site. You can use maps and site kits on any Home page, regardless of the brand or locale, without creating additional Home pages. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 60

Your new customer will be implemented using the Unified Data Model has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor?

Note: There are 3 correct answers to this question.

- A. The Apply Now button should be present only at the bottom of the job page.
- B. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- C. Regardless of the number of columns used the search bar must span across the top of all job pages.
- D. Some layouts will have one column some will have two columns some will have three columns.
- E. The default layout can be used for specific jobs even when the job matches the layout rules for a different job layout.

Answer: B,D,E

NEW QUESTION # 61

For sites with multiple brands, what are some of the elements you can configure to differentiate them on a Career Site Builder site?

Note: There are 2 correct answers to this question.

- A. Data capture forms and locales
- B. Site kits and JavaScript
- C. Colors and images
- D. Content and category pages

Answer: C,D

Explanation:

For sites with multiple brands, you can configure different content and category pages, and colors and images, to differentiate them on a Career Site Builder site. Content and category pages are pages that display custom content or job requisitions based on predefined criteria. You can create different content and category pages for each brand, and assign them to different domains or subdomains, to showcase the unique value proposition and opportunities of each brand. Colors and images are visual elements that affect the look and feel of your career site. You can customize the colors and images for each brand, and apply them to different themes or styles, to create a consistent and distinctive brand identity.

Data capture forms and locales are not elements that you can configure to differentiate brands on a Career Site Builder site. Data capture forms are forms that collect candidate information, such as name, email, resume, or consent. You can create different data capture forms for different purposes, such as applying for a job, joining a talent community, or registering for an event, but not for different brands. Locales are settings that determine the language, currency, date format, and other regional preferences of your career site. You can configure different locales for different countries or regions, but not for different brands. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 62

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.
- B. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- C. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.
- D. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- E. The candidate selects "Hear more about career opportunities" when creating an account.

Answer: A,C,E

Explanation:

The "Hear more about career opportunities" flag (also called "Consent to Marketing") is a setting that allows candidates to opt-in or opt-out of receiving email campaigns from the customer. Email campaigns are a way of engaging with candidates and informing them about relevant job opportunities, events, or news. The options for enabling the "Hear more about career opportunities" flag are:

The candidate updates the setting for "Hear more about career opportunities" from their candidate profile. This option allows candidates to change their preference at any time from their profile page on the Career Site Builder (CSB) site. They can also view

and manage their email subscriptions from the same page.

The candidate selects "Hear more about career opportunities" when creating an account. This option allows candidates to opt-in to receive email campaigns when they register for an account on the CSB site. They can also choose which types of email campaigns they want to receive, such as job alerts, newsletters, or events.

An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled. This option allows customers to send a one-time email campaign to candidates who have not opted-in or opted-out of receiving email campaigns. The email campaign contains a link that allows candidates to opt-in to receive future email campaigns. This option is useful for customers who have migrated their candidate data from another system and want to obtain consent from existing candidates.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Email Campaigns SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%

NEW QUESTION # 63

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