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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">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 2	<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 3	<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 4	<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 5	<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 6	<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.
Topic 7	<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 8	<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 9	<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.

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2025 C_THR84_2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Authoritative Examcollection Vce

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which of the following statements describe recruitment marketing?

Note: There are 2 correct answers to this question.

- A. The practice of promoting the value of an employer's brand in order to recruit talent
- B. The strategies an organization uses to find attract engage nurture talent before they apply for a job
- C. The collection of candidate information organization of prospects based on experience skills
- D. The focus is on the immediate need to fill a specific job opening

Answer: B,C

NEW QUESTION # 72

In Admin Center -> Setup Recruiting Marketing Job Field Mapping, which of the following job requisition fields is often mapped to support writing Category Page rules?

- A. Number of Openings
- B. Product Service
- C. Hiring Manager
- D. Department (Category)

Answer: A

Explanation:

The Department (Category) field is often mapped to support writing Category Page rules because it allows you to create dynamic pages based on the department of the job requisition. For example, you can create a page that displays all the jobs in the Marketing department, or a page that shows the department overview and culture. The other fields are not as useful for creating Category Pages, as they are either too specific (Product Service, Hiring Manager) or too general (Number of Openings). Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Job Data and Job Field Mapping, Lesson: Job Field Mapping, Slide 10.

NEW QUESTION # 73

When moving a Career Site Builder site to production which four XML files must you export for the move to production?

- A. Content pages Category pages Job Layouts Career Site Builder Settings
- B. Site Settings Career Site Builder Settings Content pages Translations
- C. Candidate Profile Site Settings Translations Category pages
- D. Site Settings Career Site Builder Settings Category pages Translations

Answer: D

NEW QUESTION # 74

Job Delivery

As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page.

Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube?utm_campaign=sales2023
- B. https://jobs.company.com/go/Sales- AJobs/597140/?utm_source=sales2023&utm_campaign=youtube
- C. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

Answer: D

Explanation:

The correct URL for the scenario is:

https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023 This URL contains the correct tracking links for the following reasons:

The `utm_source` parameter specifies the source of the traffic, which is `youtube` in this case1.

The `utm_campaign` parameter specifies the name of the campaign, which is `sales2023` in this case1.

The `utm_source` and `utm_campaign` parameters are separated by an ampersand (`&`) and preceded by a question mark (`?`) after the main URL1.

The other options are incorrect for the following reasons:

Option A: The `utm_source` and `utm_campaign` parameters are reversed, which will result in inaccurate tracking of the traffic source and campaign name1.

Option C: The `utm_source` and `utm_campaign` parameters are preceded by an ampersand (`&`) instead of a question mark (`?`), which will cause an error in the URL syntax1.

Option D: The `utm_source` and `utm_campaign` parameters are separated by a question mark (`?`) instead of an ampersand (`&`), which will cause an error in the URL syntax1.

NEW QUESTION # 75

Which of the following are prerequisites for enabling [feature]?

(Note: The original question was incomplete. I assume it refers to enabling Career Site Builder or a related feature like Unified Data Model based on context.)

- A. A career site built with Career Site Builder
- B. Advanced Analytics in SAP SuccessFactors Recruiting
- C. SAP SuccessFactors Recruiting Posting
- D. SAP SuccessFactors Onboarding

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation: Since the question is incomplete, I'll assume it asks about prerequisites for enabling Career Site Builder (CSB), a core component of SAP SuccessFactors Recruiting: Candidate Experience. Here's the analysis:

- * Option B (A career site built with Career Site Builder): This is a foundational prerequisite. CSB is the tool used to design and manage the career site within SAP SuccessFactors Recruiting. Without activating and configuring CSB, no career site functionality is possible. It's activated via provisioning and requires initial setup (e.g., site configuration, branding).
- * Option A (Advanced Analytics in SAP SuccessFactors Recruiting): This is an optional enhancement, not a prerequisite. Advanced Analytics provides reporting capabilities (e.g., source tracking), but it's not required to enable CSB itself.
- * Option C (SAP SuccessFactors Recruiting Posting): While Recruiting Posting integrates with CSB to distribute jobs to external job boards, it's not mandatory to enable CSB. You can use CSB without external posting.
- * Option D (SAP SuccessFactors Onboarding): Onboarding is unrelated to enabling CSB, as it focuses on post-hire processes, not candidate-facing career site setup. If the question intended a specific feature (e.g., Unified Data Model or Job Alerts), please clarify, and I'll adjust the answer. Based on the provided answer (B) and CSB context, B is correct as the primary prerequisite. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Guide (prerequisites section).

NEW QUESTION # 76

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