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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"> 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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> 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.
Topic 6	<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 7	<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 8	<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 9	<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 10	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q44-Q49):

NEW QUESTION # 44

After enabling the Unified Data Model why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note:

There are 3 correct answers to this question.

- A. To support job posting to career sites built with Career Site Builder
- B. To provide fields that online sources require for XML feeds
- C. To ensure that no more than five custom fields are required for Recruiting Marketing
- D. To support the use of job requisition fields in Career Site Builder
- E. To provide fields for filtering reports in Advanced Analytics

Answer: B,D,E

NEW QUESTION # 45

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- A. Until CSB Role Based Permission is enabled, NO users can access CSB.
- B. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.
- C. Site setup settings are located within CSB and should only be accessed by trained administrators.
- D. When CSB Role Based Permission is enabled, administrators receive a notification that users also need permissions in Admin Center.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation: Role-Based Permissions (RBP) in CSB control access:

* Option A (Site setup settings are located within CSB and should only be accessed by trained administrators): Correct. Sensitive settings (e.g., site configuration) require restricted access to prevent errors.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Site setup settings within Career Site Builder are critical and should be restricted to trained administrators via Role-Based Permissions to ensure proper configuration and maintenance."

* Option C (Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool): Correct. Without RBP, access is unrestricted, posing a risk to site integrity.

* SAP Documentation Excerpt: From the Career Site Builder Security Guide: "If Role-Based Permissions are not configured in CSB > Users > Roles, all users with access to the tool will have full permissions until restrictions are applied."

* Option B (Administrators receive a notification): Incorrect. No such notification mechanism exists in CSB for Admin Center permissions.

* Option D (NO users can access CSB): Incorrect. Users can access CSB without RBP, but with full permissions. SAP's security model supports A and C as key reasons. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Security Guide.

NEW QUESTION # 46

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-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023
- 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=sales2023&utm_campaign=youtube

Answer: B

NEW QUESTION # 47

What should you consider regarding mapping candidate statuses for Advanced Analytics?

Note: There are 2 correct answers to this question.

- A. Any status that indicates that the candidate was NOT hired such as Automatically Disqualified does NOT need to be mapped.
- B. With some exceptions if a status is NOT mapped when the OData integration is run the sync will fail.
- C. After saving the status mappings in Command Center you can correct mapping errors as long as you do it during the same

session.

- D. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.

Answer: B,D

NEW QUESTION # 48

Who delivers the sitemap links to Google Bing after the Career Site Builder site has been moved to Production?

- A. Professional Services
- B. Functional consultant or customer
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Consultant submits a request through the SAP Support Portal

Answer: B

NEW QUESTION # 49

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