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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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 9	<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 10	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q51-Q56):

NEW QUESTION # 51

When internal career site is enabled what can be different on the Career Site Builder site for internal employees external candidates?
Note: There are 2 correct answers to this question.

- A. Internals externals may see different page components.
- B. Internals externals may be able to apply to different jobs.
- C. Internals externals may see different headers footers.
- D. Internals externals may see different job layouts.

Answer: A,B

NEW QUESTION # 52

Career Site Design and Accessibility

Which are some leading practices when using a link on a career site?Note: There are 3 correct answers to this question.

- A. When a user clicks on the link, immediately display what the user expects to see.
- B. All external links from the career site should open in the same browser window.
- C. Populate the title text for each link.
- D. Include multiple links to the customer's corporate site.
- E. If blue text is used on the site, ensure that it's always used to represent links.

Answer: A,C,E

Explanation:

Some leading practices when using a link on a career site are:

Populate the title text for each link. This will provide additional information about the link when the user hovers over it, and also improve the accessibility for screen readers and search engines¹.

If blue text is used on the site, ensure that it's always used to represent links. This will create a consistent visual cue for the users to identify the links and avoid confusion².

When a user clicks on the link, immediately display what the user expects to see. This will enhance the user experience and satisfaction by reducing the loading time and providing relevant content³.

The other options are not leading practices when using a link on a career site:

Include multiple links to the customer's corporate site. This will distract the user from the main purpose of the career site, which is to apply for jobs, and also create a cluttered and confusing layout⁴.

All external links from the career site should open in the same browser window. This will interrupt the user's browsing flow and make it harder for them to return to the career site. It is better to open external links in a new browser tab or window⁵.

NEW QUESTION # 53

When setting up Real Time Job Sync where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- B. The URLS Username Password are from CSB > Tools > Manage API Credentials.
- C. API Key is from CSB > Settings > Site Configuration> Site Integrations.
- D. The API Key Username Password are from CSB > Tools > Manage API Credentials.

Answer: A,D

NEW QUESTION # 54

What tasks related to job distribution are you responsible for?Note: There are 3 correct answers to this question.

- A. Create the customer's standard XML feeds.
- B. Work with job boards to arrange special pricing for your customer.
- C. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.
- D. Deliver jobs directly to compliance job boards.
- E. Conduct the job delivery intake meeting.

Answer: A,C,E

Explanation:

Conduct the job delivery intake meeting. This is the first step in the job delivery process, where you gather the customer's requirements and expectations for job distribution, such as the target job boards, the budget, the frequency, and the tracking methods¹.

Create the customer's standard XML feeds. This is the second step in the job delivery process, where you configure the XML feeds that will deliver the jobs from the customer's SAP SuccessFactors Recruiting system to the selected job boards². You can use the Job Delivery Toolkit to create and test the XML feeds³.

Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor. This is the final step in the job delivery process, where you teach the customers how to manage their preferred sources, such as job boards, social media, and employee referrals, in the Career Site Builder Site Source Editor⁴. This allows the customers to control which sources are displayed on their career site and how they are tracked.

Reference:

1: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Process

Overview

- 2: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: XML Feeds
- 3: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Toolkit
- 4: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Site Source Editor
- [5]: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Preferred Sources

NEW QUESTION # 55

For sites with multiple brands what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Content category pages
- B. Cookie Consent Manager JavaScript
- C. Data capture forms locales
- D. Colors images

Answer: A,D

NEW QUESTION # 56

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Earning the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2411) exam credential is undoubtedly a big achievement. No matter how hard the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2411) test of this certification is, it serves the important purpose to validate skills in the SAP industry. Once you crack the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2411) exam, a whole new career scope opens up for you. Candidates for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2411) exam dumps usually don't have enough time to study for the test. To prepare successfully in a short time, you need a trusted platform of real and updated SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2411) exam dumps.

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