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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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 6	• 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	• 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 8	• 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	• 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 10	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q56-Q61):

NEW QUESTION # 56
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. Colors and images
- C. Content and category pages
- D. Site kits and JavaScript

Answer: B,C

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 # 57
The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Landing page
- B. Content page
- C. Map page
- D. Category page

Answer: B

Explanation:
A content page is a type of page that displays static or dynamic content, such as text, images, videos, or forms. The content of a content page is most often hosted by a customer externally and linked with their CSB site, because the customer may have existing content management systems or web servers that they want to leverage for their career site. For example, a customer may have an external page that showcases their company culture, values, or benefits, and they may want to link that page with their CSB site to provide a consistent and engaging candidate experience. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 3: Career Site Builder Pages and Components, Lesson: Content Page, Slide 3.

NEW QUESTION # 58
It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting?
Note: There are 2 correct answers to this question.

- A. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- B. Recommend that your customer opt-in for the Organic Network.
- C. Add a campaign code to all XML job feeds that you create for your customer.
- D. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.

Answer: A,C

NEW QUESTION # 59
What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.

- B. The customer maintains their own career site in addition to the CSB career site.
- C. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:A fully hosted CSB site is managed by SAP, serving as the primary career platform. Let's detail its key features:
* Option B (All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site): Correct. CSB consolidates job listings, benefits, and culture details in one hosted platform.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "A fully hosted CSB site displays all available job listings and supplementary employment information, such as benefits and culture, serving as the central hub for candidate career exploration."
* Reasoning: On careers.bestrun.com, candidates find "Software Engineer" jobs, "Health Benefits" info, and "Our Culture" content, all managed by SAP, reducing customer hosting needs.
* Practical Example: For "Best Run," the site includes a "Why Join Us" section alongside job listings, verified in production.
* Option D (When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site): Correct. CSB is the designated career destination.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "From the corporate site, candidates clicking a 'Careers' link are directed to the fully hosted CSB site (e.g., careers.company.com), which handles all job-related interactions."
* Reasoning: A link fromwww.bestrun.com/careersto careers.bestrun.com leverages SAP's hosting, ensuring a seamless transition.
* Practical Example: "Best Run" updateswww.bestrun.comto redirect to careers.bestrun.com, tested post-launch.
* Option A: Incorrect. Links go to CSB, not an ATS directly, which is backend.
* Option C: Incorrect. "Fully hosted" implies CSB replaces separate career sites.
* Why B, D: These define CSB's role as a standalone career platform, per SAP. SAP's hosted features support B and D.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Hosted Features).

NEW QUESTION # 60
Configure Locales
Under which conditions will you enable Limit Search by Locale under Global Search options in Career Site Builder (CSB)?Note: There are 2 correct answers to this question.

- A. The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale.
- B. The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site.
- C. The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site.
- D. The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that.

Answer: A,B

Explanation:
You will enable Limit Search by Locale under Global Search options in Career Site Builder (CSB) under the following conditions:
The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale. This will ensure that the candidates see the job requisitions in their preferred language and can apply more easily1.
The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site. This will provide a more personalized and relevant experience for the candidates and filter out the jobs that are not applicable for their region2.
The other options are not valid conditions for enabling Limit Search by Locale in CSB:
The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that. This is not true, as Limit Search by Locale is an optional feature that can be enabled or disabled for each locale. The customer can host multiple locales on their CSB site without using this feature3.
The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site. This is not possible, as job alerts are based on the candidate's profile settings and not on the CSB site settings. The candidate can choose the language and location preferences for the job alerts in their profile4.

NEW QUESTION # 61

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