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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	• 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 3	• 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	• 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	• 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 (Q42-Q47):

NEW QUESTION # 42
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. Content and category pages
- B. Data capture forms and locales
- C. Colors and images
- D. Site kits and JavaScript

Answer: A,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 # 43
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=sales2023&utm_campaign=youtube
- 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=youtube&utm_campaign=sales2023
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=sales2023&utm_campaign=youtube

Answer: C

NEW QUESTION # 44

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site.What are the steps to configure the About Us links in the header?Note: There are 3 correct answers to this question.

- A. Create a list type link in the header named About Us.
- B. Create content type links in the header under About Us that link to the three internal pages.
- C. Enable the About Us link in the header that is provided with all CSB sites.
- D. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- E. Create category type links in the header under About Us that link to the three internal pages.

Answer: A,D,E

Explanation:
To configure the About Us links in the header, you need to do the following:
Create a list type link in the header named About Us. This will create a drop-down menu that can contain multiple links under the About Us label.
Create category type links in the header under About Us that link to the three internal pages. These pages are created using the Page Builder tool in CSB, and they can contain various components and content related to the customer's organization, such as mission, vision, values, culture, etc.
Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site. This will allow the candidates to access more information about the customer's company from their main website.
Reference:
SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Career Site Builder Pages and Components, Lesson: Header and Footer SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Career Site Builder Pages and Components <= 10%

NEW QUESTION # 45

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. Create the Home page for the locale instead of duplicating it from the default locale.
- B. Use Google Translate to translate text for locales.
- C. If the customer requires only one language and it is NOT en_US, you can change the default locale.
- D. Follow the same layout for the localized pages as the default locale.

Answer: C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:Creating locales in Career Site Builder (CSB) ensures a consistent multi-language experience for candidates. Let's evaluate the leading practices:
* Option C (Follow the same layout for the localized pages as the default locale): Correct.
Maintaining a consistent layout across locales enhances usability and reduces confusion.
* SAP Documentation Excerpt: From theCareer Site Builder Localization Guide: "A leading practice is to maintain the same page layout for localized pages as the default locale, ensuring a consistent candidate experience regardless of language."
* Reasoning: If the en_US Home page has a banner, job search bar, and footer, the fr_FR version should mirror this structure (e.g., careers.bestrun.com/fr). This is configured in CSB > Pages > Layout, ensuring navigation remains intuitive.
* Practical Example: For "Best Run," the French Home page retains the same two-column layout as English, with "Rechercher des emplois" replacing "Search Jobs."
* Option D (If the customer requires only one language and it is NOT en_US, you can change the default locale): Correct. Flexibility to set a non-default language simplifies single-language sites.
* SAP Documentation Excerpt: From theCareer Site Builder Localization Guide: "When a customer requires only one language and it is not en_US (e.g., fr_FR), the default locale can be changed in CSB settings to match the customer's primary language."
* Reasoning: In CSB > Settings > Site Configuration > Locales, changing the default from en_US to fr_FR ensures all system text (e.g., "Apply") appears as "Soliciter" from the start, avoiding translation overhead.
* Practical Example: For a French-only "Best Run" site, setting fr_FR as default eliminates en_US prompts, verified in a sandbox.

* Option A (Create the Home page for the locale instead of duplicating): Incorrect. Duplicating the default locale's Home page is faster and ensures consistency, as creating from scratch risks misalignment.
* Option B (Use Google Translate): Incorrect. Google Translate lacks precision for technical or brand-specific terms; manual or professional translation is recommended to avoid errors.
* Why C, D: These practices balance consistency and flexibility, verified via CSB localization workflows. SAP's localization practices support C and D.References: SAP SuccessFactors Recruiting:
Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 46

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

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

Answer: A,B,C

NEW QUESTION # 47

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