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## SAP C\_THR84\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Configure Locales:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Site Setup:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Move to Production:</b> 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q49-Q54):

### NEW QUESTION # 49

#### Configure Locales

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

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

**Answer: A,D**

#### Explanation:

Some leading practices to create locales in Career Site Builder are:

If the customer requires only one language and it is NOT en\_US, you can change the default locale. This will save you time and effort as you do not need to create a new locale and duplicate the pages and components. You can simply edit the default locale and change the language and other settings as needed<sup>1</sup>.

Follow the same layout for the localized pages as the default locale. This will ensure consistency and usability across different languages and regions. You can use the same page templates and components for the locales, and only change the text and images as required<sup>2</sup>.

The other options are not leading practices for creating locales in Career Site Builder:

Using Google Translate to translate text for locales is not recommended as it may result in inaccurate or inappropriate translations.

You should use a professional translation service or a native speaker to ensure the quality and accuracy of the text<sup>3</sup>.

Creating the Home page for the locale instead of duplicating it from the default locale is not a leading practice as it will create extra work and maintenance. You can use the Duplicate Page feature to copy the Home page from the default locale and then edit the text and images as needed for the locale<sup>4</sup>.

### NEW QUESTION # 50

How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. System text translations are made from Career Site Builder > Global Settings.
- B. System text is translated when the locale is enabled.
- C. System text translations can be changed from Career Site Builder > Tools > Translations.
- D. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
- E. System text translations are only possible for the site's default language.

**Answer: B,C,D**

#### Explanation:

Comprehensive and Detailed In-Depth Explanation: Defaulted/system text (e.g., "Search Jobs" on the search bar) in Career Site Builder (CSB) is managed separately from customer-specific content, requiring specific translation methods. Let's analyze:

\* Option A (System text translations are exported from the Stage site and imported to Production separately): Correct. This

controlled process ensures system text consistency across environments.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "System text translations are exported from the Stage environment as an XML file and imported into Production separately from other site imports, allowing precise management of default text across environments."

\* Reasoning: In CSB > Tools > Export, export Stage's system text (e.g., "Rechercher des emplois" for fr\_FR), edit in a tool like Notepad++, then import to Production via CSB > Tools > Import.

This avoids content overwrite.

\* Practical Example: For "Best Run," exporting Stage's fr\_FR "Search" and importing to Production updates careers.bestrun.com.

\* Option B (System text is translated when the locale is enabled): Correct. Enabling a locale applies SAP's default translations automatically.

\* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a new locale is enabled in CSB, system text such as search bar labels is automatically translated based on SAP's standard translations for that language."

\* Reasoning: Enabling fr\_FR in CSB > Settings > Locales changes "Search Jobs" to "Rechercher des emplois" using SAP's library, though custom tweaks may follow.

\* Practical Example: Adding es\_ES translates "Apply" to "Solicitar" instantly.

\* Option C (System text translations can be changed from Career Site Builder > Tools > Translations): Correct. This tool allows manual overrides of system text.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Administrators can modify system text translations directly in CSB > Tools > Translations, overriding default translations for elements like the search bar or buttons."

\* Reasoning: Changing "Search Jobs" to "Find Your Role" in en\_US for branding is done here, editable per locale.

\* Practical Example: "Best Run" adjusts "Submit" to "Send Application" in fr\_FR.

\* Option D: Incorrect. Translations apply to all enabled locales, not just the default.

\* Option E: Incorrect. Global Settings manage design, not text translations.

\* Why A, B, C: These cover the full lifecycle of system text translation, per SAP's process. SAP's localization process supports A, B, C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

## NEW QUESTION # 51

You have enabled Candidate Relationship Management created a branded email layout for your customer. When can this custom email layout be used?

Note: There are 2 correct answers to this question.

- A. When sending an email associated with a Recruiting email trigger
- B. When sending an email associated with an applicant status
- C. When sending an email from the Candidate Search page
- D. When sending an email from the Applicant Workbench

Answer: C,D

## NEW QUESTION # 52

You have created a data capture form. What are some options when adding the form to a Landing page? Note:

There are 3 correct answers to this question.

- A. You can customize the instructions to complete the form.
- B. You can update the text on the data privacy consent statement.
- C. You can configure the options when a candidate already has a candidate profile.
- D. You can modify the messages displayed after the candidate submits the form.
- E. You can configure a specific job alert associated with candidates who submit the form.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Data capture forms on CSB Landing pages collect candidate information (e.g., for talent pipelines) and offer configurable options to enhance user experience.

Let's explore each possibility:

\* Option C (You can configure the options when a candidate already has a candidate profile):

Correct. CSB allows settings to handle existing candidates, such as prompting them to log in or update their profile instead of creating duplicates.

- \* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For data capture forms, configure options for candidates with existing profiles, such as prompting them to update their information or linking to their current profile, to avoid duplication."
- \* Reasoning: If a candidate with a profile (e.g., john.doe@bestrun.com) submits a form on a Landing page (e.g., careers.bestrun.com/campaign), CSB can display "Log in to update" rather than a new form, configured in CSB > Forms > Settings > Profile Matching.
- \* Practical Example: For "Best Run," a returning candidate sees a login prompt, ensuring data integrity.
- \* Option D (You can customize the instructions to complete the form): Correct. Instructions guide candidates and can be tailored to clarify expectations.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When adding a data capture form to a Landing page, administrators can customize the instructions displayed above the form to provide clear guidance to candidates on how to complete it."
- \* Reasoning: Adding "Please enter your skills and email to join our talent network" in CSB > Landing Pages > Form Settings improves completion rates.
- \* Practical Example: On careers.bestrun.com/join, instructions like "Fill all fields for faster processing" are set.
- \* Option E (You can modify the messages displayed after the candidate submits the form): Correct. Post-submission messages can be personalized to confirm success or guide next steps.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Post- submission messages for data capture forms on Landing pages can be modified to reflect the customer's messaging, such as thanking candidates or providing next steps."
- \* Reasoning: Changing the default "Thank you" to "Welcome to Best Run! Check your email" in CSB > Forms > Success Messages enhances engagement.
- \* Practical Example: After submission on careers.bestrun.com/join, "You're now in our talent pool!" appears.
- \* Option A (You can configure a specific job alert associated with candidates): Incorrect. Job alerts are set in E-Mail Notification Templates Settings, not tied directly to form submissions on Landing pages.
- \* Option B (You can update the text on the data privacy consent statement): Incorrect. Privacy statements are system-managed (e.g., via Admin Center), not editable per form instance. SAP's form configuration capabilities support C, D, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Data Capture Forms); Recruiting Marketing Guide.

### NEW QUESTION # 53

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Forwarded
- B. Auto Disqualified
- C. Invited to Apply
- D. Withdrawn by Candidate

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting. Let's identify exceptions:

- \* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply' does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
- \* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
- \* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
- \* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded' is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."
- \* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
- \* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
- \* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
- \* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
- \* Why B, C: These are pre- or non-pipeline states, per SAP's mapping rules. SAP's status mapping guidelines support B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

## NEW QUESTION # 54

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