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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	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	• 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	• 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 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.
Topic 6	• 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 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q73-Q78):

NEW QUESTION # 73

Which of the following encrypts personal data used in the recruiting process?

- A. Data Privacy Consent Statement (DPCS)
- **B. Secure Socket Layer (SSL)**
- C. Data Retention Time Management (DRTM)
- D. Identity Authentication Service (IAS)

Answer: B

NEW QUESTION # 74

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Create a new header and footer for each translated page.
- B. Enter the translations into the Translations menu in CSB.
- C. Export the default language to an XML file, enter the translations, and import.
- D. Duplicate the page from the base locale and enter the translations on the duplicated pages.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:

* Option B (Export the default language to an XML file, enter the translations, and import):

Correct. This bulk translation method streamlines the process for multiple pages or fields.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."

* Reasoning: In CSB > Tools > Export, export the default locale (e.g., en_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.

* Practical Example: For "Best Run," exporting en_US content, translating "Join Us" to "Rejoignez-nous," and importing updates all relevant pages.

* Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual method allows page-specific customization for unique content.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and enter translations directly on the duplicated pages as a flexible method for customer-specific content."

* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en_US"), create "About Us - fr_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.

* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to "Assurance sante" tailors the page.

* Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.

* Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"), not customer-specific content, which uses B or C.

* Why B, C: These methods cater to bulk and manual translation needs, per SAP's localization practices.

SAP's localization practices support B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 75

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 3 correct answers to this question.

- A. The steps to implement Advanced Analytics must be completed over two or more days.
- B. Advanced Analytics can be implemented when the applicant status set is created.
- C. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- D. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- E. Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live.

Answer: C,D,E

Explanation:

Some leading practices regarding the timing of the Advanced Analytics implementation are:

Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live. This means that you do not lose any historical data if you delay the Advanced Analytics configuration¹. Implement Advanced Analytics immediately following the Career Site Builder site go-live. This helps you to monitor the performance and effectiveness of your career site and optimize it based on the insights from the reports².

The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun. This is because the Advanced Analytics reports are based on the applicant status set, which is already defined in the Recruiting Management module. You do not need to create any custom fields or mappings for the Advanced Analytics reports³.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 7: Implement Advanced Analytics, Lesson:

NEW QUESTION # 76

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

Answer: C,D

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 # 77

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. Category page
- D. Map 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 # 78

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