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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 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	• 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 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 9	• 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.

>> Study C_THR84_2411 Reference <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q36-Q41):

NEW QUESTION # 36

Your customer has defined 10 categories. They require 2 languages and 2 brands on their career site, and want the same Category pages represented for all brands and languages. How many Category pages should be created?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: C

Explanation:

The number of Category pages that should be created for a career site with 10 categories, 2 languages, and 2 brands is 40. This is because each Category page needs to be created for each combination of language and brand, to ensure that the content and layout are consistent and appropriate for each audience. For example, if the categories are Accounting, Engineering, Marketing, Sales, IT, HR, Finance, Operations, Customer Service, and Legal, and the languages are English and French, and the brands are Brand A and Brand B, then the following Category pages need to be created:

Accounting - English - Brand A
Accounting - English - Brand B
Accounting - French - Brand A
Accounting - French - Brand B
Engineering - English - Brand A
Engineering - English - Brand B

Engineering - French - Brand A
 Engineering - French - Brand B
 Marketing - English - Brand A
 Marketing - English - Brand B
 Marketing - French - Brand A
 Marketing - French - Brand B
 Sales - English - Brand A
 Sales - English - Brand B
 Sales - French - Brand A
 Sales - French - Brand B
 IT - English - Brand A
 IT - English - Brand B
 IT - French - Brand A
 IT - French - Brand B
 HR - English - Brand A
 HR - English - Brand B
 HR - French - Brand A
 HR - French - Brand B
 Finance - English - Brand A
 Finance - English - Brand B
 Finance - French - Brand A
 Finance - French - Brand B
 Operations - English - Brand A
 Operations - English - Brand B
 Operations - French - Brand A
 Operations - French - Brand B
 Customer Service - English - Brand A
 Customer Service - English - Brand B
 Customer Service - French - Brand A
 Customer Service - French - Brand B
 Legal - English - Brand A
 Legal - English - Brand B
 Legal - French - Brand A
 Legal - French - Brand B
 Therefore, the total number of Category pages is $10 \times 2 \times 2 = 40$. Reference:
 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
 SAP SuccessFactors Recruiting: Candidate Experience Academy
 HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 37

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note:
 There are 2 correct answers to this question.

- A. Review the statement of work (SOW).
- B. Develop the CSB project plan.
- C. Finish the CSB Configuration Workbook.
- D. Assist the customer to complete the Readiness Checklist.

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: The CSB kickoff call sets the implementation stage, requiring pre-call preparation to ensure alignment. Let's explore the recommended actions:

* Option C (Assist the customer to complete the Readiness Checklist): Correct. The Readiness Checklist confirms prerequisites (e.g., provisioning access, branding assets, domain setup) are met.

* SAP Documentation Excerpt: From the Implementation Handbook: "Before the CSB kickoff call, the consultant should assist the customer in completing the Readiness Checklist to verify that all foundational elements, such as system access and branding materials, are prepared."

* Reasoning: Without assets like a logo or confirmation of careers.bestrun.com provisioning, the call can't proceed effectively. The consultant reviews the checklist (e.g., Admin Center > Readiness) with the customer, ensuring items like "SSL Certificate Ready" are

checked.

* Practical Example: For "Best Run," the consultant helps the customer confirm provisioning on January 10, 2025, before the January 15 kickoff.

* Option D (Review the statement of work (SOW)): Correct. The SOW defines scope, deliverables, and timelines, ensuring all parties are aligned.

* SAP Documentation Excerpt: From the Implementation Handbook: "Reviewing the statement of work prior to the CSB kickoff call is recommended to align expectations on deliverables, timelines, and responsibilities between the consultant and customer."

* Reasoning: Reviewing the SOW (e.g., confirming 20 Category pages, one XML feed) avoids mid-project scope creep. The consultant annotates the document, highlighting key points for discussion.

* Practical Example: For "Best Run," the consultant reviews the SOW on January 12, noting the go-live date of March 1, 2025.

* Option A (Finish the CSB Configuration Workbook): Incorrect. The workbook is populated post- kickoff with requirements gathered during the call.

* Option B (Develop the CSB project plan): Incorrect. The project plan is drafted after the kickoff, based on discussed needs.

* Why C, D: These proactive steps enable a productive kickoff, per SAP's methodology. SAP's pre- kickoff preparation supports C and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Pre-Kickoff Preparation).

NEW QUESTION # 38

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

Answer: A,C

Explanation:

When setting up Real Time Job Sync, the values to populate the Service Provider Settings in Provisioning can be found in two places:

The URLs, Username, and Password are from CSB > Tools > Manage API Credentials¹. The Manage API Credentials page allows you to enter or modify authentication information that connects SAP SuccessFactors Recruiting with Career Site Builder for Real Time Job Sync¹.

The API Key is from CSB > Settings > Site Configuration > Site Integrations². The Site Integrations page provides information about the integration between your career site instance and SAP SuccessFactors²

NEW QUESTION # 39

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- B. The focus is on the immediate need to fill a specific job opening
- C. The collection of candidate information and organization of prospects based on experience and skills
- D. The practice of promoting the value of an employer's brand in order to recruit talent

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Recruitment Marketing (RMK) focuses on proactive talent attraction:

* Option A (The strategies an organization uses to find, attract, engage, and nurture talent before they apply): Correct. RMK is about building a talent pipeline pre-application.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Recruitment Marketing encompasses strategies to find, attract, engage, and nurture talent before they apply, leveraging tools like Career Site Builder and job distribution."

* Option C (The practice of promoting the value of an employer's brand): Correct. Employer branding is a core RMK component.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "A key aspect of Recruitment Marketing is promoting the employer's brand value to attract top talent, enhancing the organization's appeal."

* Option B: Incorrect. This describes talent pool management, not RMK.

* Option D: Incorrect. This aligns with Recruiting Management, not RMK's proactive focus. SAP's definitions support A and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide.

NEW QUESTION # 40

In Admin Center -> Setup Recruiting Marketing Job Field Mapping, which of the following job requisition fields is often mapped to support writing Category Page rules?

- A. Department (Category)
- B. Product Service
- C. Hiring Manager
- D. Number of Openings

Answer: D

Explanation:

The Department (Category) field is often mapped to support writing Category Page rules because it allows you to create dynamic pages based on the department of the job requisition. For example, you can create a page that displays all the jobs in the Marketing department, or a page that shows the department overview and culture. The other fields are not as useful for creating Category Pages, as they are either too specific (Product Service, Hiring Manager) or too general (Number of Openings). Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Job Data and Job Field Mapping, Lesson: Job Field Mapping, Slide 10.

NEW QUESTION # 41

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