# Pass Guaranteed SAP - Pass-Sure C_THR84_2411 - Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Test Voucher



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## SAP C_THR84_2411 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 2 | • 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 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. |
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| Topic 4 | • 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 5 | • 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 6 | • 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 7 | • 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 8 | • 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 9 | • 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 10 | • 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. |

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# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q20-Q25):

NEW QUESTION # 20
Move to Production
What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production?
Note: There are 3 correct answers to this question.

- A. Email layouts have NOT been configured in the CSB stage environment.
- B. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- C. You exported Site Settings from stage but did NOT update values in the XML file.
- D. The SSL certificate has NOT yet been created.
- E. SAP SuccessFactors has released code to preview, but NOT yet to production.

**Answer: B,D,E**

Explanation:
Moving the Career Site Builder (CSB) site from stage to production is the final step of the implementation process. It allows you to publish your site to the live environment and make it accessible to the candidates. However, there are some conditions that will prevent you from moving the CSB site from stage to production. Some of these conditions are:
The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production. Real Time Job Sync is a feature that synchronizes the job data between the Recruiting Management and the CSB modules. You need to configure it in both the stage and the production environments to ensure that the job data is consistent and up-to-date on your site1.
The SSL certificate has NOT yet been created. SSL is a protocol that encrypts the personal data used in the recruiting process. You need to create and install an SSL certificate for your site to ensure that the data transmission between the candidate's browser and the site is secure and protected2.
SAP SuccessFactors has released code to preview, but NOT yet to production. SAP SuccessFactors releases code updates to the preview and the production environments at different times. You need to wait until the code is released to the production environment before you can move the CSB site from stage to production. This ensures that the site functionality and performance are not affected by the code changes3.
Reference:
SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Moving to Production, Slide 7 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 6: Move to Production, Lesson: Moving to Production, Slide 8 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Move to Production <= 10%

**NEW QUESTION # 21**
A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered?
Note: There are 2 correct answers to this question.

- A. To complete any missing fields the recruiter generates a code for the candidate to use when attempting to update the data capture form.
- B. Existing candidates are NOT able to complete new fields on a data capture form.
- C. To complete standard fields on the candidate profile the candidate logs into their candidate profile completes the remaining fields.
- D. To complete candidate profile extension fields the recruiter includes the candidate in an email campaign with a link to the data capture form.

**Answer: C,D**

**NEW QUESTION # 22**
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. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- C. Recommend that your customer opt-in for the Organic Network.
- D. Add a campaign code to all XML job feeds that you create for your customer.

**Answer: A,D**

**NEW QUESTION # 23**
Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn.How can they do this?

- A. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- B. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.

- C. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- D. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.

**Answer: D**

Explanation:
The Cookie Consent Manager is a feature that allows candidates to view and modify their cookie preferences on the Career Site Builder site. The Cookie Consent Manager can be accessed by clicking on a link in the header or footer of the site, which the consultant must configure in the Career Site Builder settings. The link can be customized with different text, icon, and style options. Once the candidate clicks on the link, they can see the list of cookies that are used on the site, and choose to enable or disable them based on their preferences. The candidate can also view the cookie policy and the privacy statement from the Cookie Consent Manager. The candidate's cookie preferences are stored in their browser and applied on subsequent visits to the site, unless they clear their browser cache or change their preferences again. Reference:
https://training.sap.com/course/hr832-sap-successfactors-recruiting-candidate-experience-administration-classroom-094-g-en/
https://learning.sap.com/learning-journeys/configure-sap-successfactors-recruiting-recruiter-experience

## NEW QUESTION # 24
Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the content dropdown menu in the header
- B. Within the Top Job Searches link in the footer
- C. Within the category dropdown menu in the header
- D. Within the Featured Jobs component

**Answer: C,D**

## NEW QUESTION # 25
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