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SAP C_THR84_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none"> • 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 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 8	<ul style="list-style-type: none"> • 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.
Topic 9	<ul style="list-style-type: none"> • 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 10	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q51-Q56):

NEW QUESTION # 51

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- A. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT

hired.

- B. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.
- C. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- D. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Managing excess qualified candidates efficiently is a key feature of SAP SuccessFactors Recruiting:

* Option C (Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there): Correct. The "Silver Medalist" status is a common practice to tag high-quality candidates not selected for a role. This status, configured in the applicant status set, allows recruiters to track them in the Recruiting Management system for future opportunities.

* SAP Documentation Excerpt: From the Recruiting Management Configuration Guide:

"Applicant statuses can be customized to include categories such as 'Silver Medalist' to identify candidates who were highly qualified but not selected. This status enables recruiters to maintain a pipeline of talent within the system for future consideration."

* Option D (Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools): Correct. Talent pools in SAP SuccessFactors allow recruiters to group candidates by criteria (e.g., skills, roles) for future recruitment. Adding "Silver Medalists" to talent pools centralizes them for critical positions.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Talent pools provide a centralized repository for storing candidate profiles. Recruiters can add candidates who were not hired but deemed qualified to specific pools, enabling proactive sourcing for critical or hard-to-fill roles."

* Option A (Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified): Incorrect. A content page educates candidates but doesn't consolidate them in a central system location for recruiters' use.

* Option B (Create a field on the application view of the Applicant Workbench): Incorrect. Adding a field is possible but less efficient than statuses or talent pools for tracking and managing candidates systematically. SAP's recommended talent management strategies support C and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Management Configuration Guide; Talent Pool Administration Guide.

NEW QUESTION # 52

What must you consider when using custom fonts in Career Site Builder (CSB)?

- A. Ensure that the font is uploaded in a ZIP file.
- B. Remember that only one custom font can be uploaded in CS
- C. Ensure that the customer owns the font license.
- D. Once a custom font is uploaded the fonts of existing components are replaced.

Answer: C

NEW QUESTION # 53

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. Enable the About Us link in the header that is provided with all CSB sites.
- B. 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.
- C. Create category type links in the header under About Us that link to the three internal pages.
- D. Create content type links in the header under About Us that link to the three internal pages.
- E. Create a list type link in the header named About Us.

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: Configuring header links in CSB:

- * Option A (Create content type links in the header under About Us that link to the three internal pages): Correct. Content pages (e.g., "About Us - Team") are linked as content type links in the header.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."
- * Option B (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): Correct. External links open corporate pages in a new tab/session.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."
- * Option C (Create a list type link in the header named About Us): Correct. A list type link groups the internal and external links under a dropdown labeled "About Us."
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."
- * Option D (Create category type links): Incorrect. Category links are for job listings, not content pages.
- * Option E (Enable the About Us link provided with all CSB sites): Incorrect. No default "About Us" link exists; it must be custom-built. SAP's header configuration steps validate A, B, C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

NEW QUESTION # 54

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

Answer: C

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 # 55

You have set up Real Time Job Sync. The sync is working but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure?

Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include a country.
- B. The recruiter did NOT include the job with Sync Recruiting Jobs.
- C. The recruiter did NOT include a job description.
- D. The recruiter does NOT have permissions for Career Site Builder.

Answer: B,C

NEW QUESTION # 56

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