

Passing C-THR84-2411 Score Feedback - Exam C-THR84-2411 Duration



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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q58-Q63):

NEW QUESTION # 58

Which of the following apply to the candidate's search experience when the Google Map integration and the Unified Data model are enabled? Note: There are 2 correct answers to this question.

- A. Administrators CANNOT customize the Google map component outside of Career Site Builder settings.
- B. Candidates will only see the map view of their search results.
- C. Candidates can toggle between a list view and a map view of their search results.
- D. Administrators can customize the color of the list and map icons.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: When Google Map integration and the Unified Data Model (UDM) are enabled in SAP SuccessFactors Career Site Builder (CSB), they enhance the candidate search experience by leveraging location data. Let's break this down:

* Option A (Candidates can toggle between a list view and a map view of their search results):

Correct. The Google Map integration allows candidates to visualize job locations on a map alongside a traditional list view.

Candidates can switch between these views via a toggle feature on the CSB search results page, improving usability.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When Google Maps integration is enabled with the Unified Data Model, candidates can view job search results in both a list format and an interactive map. A toggle option is provided on the search results page to switch between these views, enhancing the candidate experience by providing geographic context."

* Option C (Administrators can customize the color of the list and map icons): Correct. CSB allows administrators to adjust the styling of icons (e.g., map pins, list markers) via the Global Styles or Search Configuration settings, ensuring alignment with brand identity.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide:

"Administrators can customize the appearance of search result elements, including the color of icons displayed in both list and map views, through Career Site Builder's styling options to maintain brand consistency."

* Option B (Administrators CANNOT customize the Google map component outside of Career Site Builder settings): Incorrect. While customization is primarily done within CSB, advanced configurations (e.g., API key settings) can be managed outside CSB in provisioning or integration settings, making this statement false.

* Option D (Candidates will only see the map view of their search results): Incorrect. The toggle functionality ensures candidates aren't restricted to a map-only view; they can opt for the list view as well. SAP's focus on flexibility and branding in the candidate search experience supports A and C.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Search Experience); Unified Data Model Configuration Guide (Google Maps Integration).

NEW QUESTION # 59

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and scheduled job scraping
- B. Automated Recruiting Posting and scheduled job scraping
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated standard XML feeds and custom XML feeds

Answer: C,D

Explanation:

Job delivery is the process of distributing job postings to various channels, such as job boards, social media, or search engines, to attract candidates to the Career Site Builder (CSB) site. SAP SuccessFactors Recruiting offers two options to automate job delivery:

Automated standard XML feeds and custom XML feeds: This option allows customers to generate XML files that contain the job data from SAP SuccessFactors Recruiting Management and send them to the selected job boards via FTP or HTTP. The standard XML feed is a predefined format that is compatible with most job boards, while the custom XML feed is a customized format that can be tailored to the specific requirements of a job board. Customers can configure the frequency, content, and destination of the XML feeds in the Manage Job Board Settings tool in SAP SuccessFactors Recruiting Management.

Automated standard XML feeds and Recruiting Posting: This option allows customers to leverage the Recruiting Posting solution, which is a cloud-based service that connects SAP SuccessFactors Recruiting Management with over 4000 job boards and social media platforms. Customers can use the standard XML feed to send the job data to the Recruiting Posting solution, which then distributes the job postings to the selected channels. Customers can also track the performance and status of the job postings in the Recruiting Posting dashboard.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Overview of Job Delivery

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Job Delivery
≤ 10%

NEW QUESTION # 60

Your customer requires a branded career site using the Unified Data Model. What are some of the configuration steps that you

must complete?

Note: There are 3 correct answers to this question.

- A. Configure the standard Marketing Brand Generic Object.
- B. Create a microsite for each brand.
- C. Create the brands from Manage Data.
- D. Configure a custom Marketing Brand Generic Object.
- E. Map the brand field from Setup Recruiting Marketing Job Field Mapping.

Answer: A,B,E

NEW QUESTION # 61

Career Site Design and Accessibility

Which are some leading practices when using a link on a career site?Note: There are 3 correct answers to this question.

- A. Include multiple links to the customer's corporate site.
- B. All external links from the career site should open in the same browser window.
- C. Populate the title text for each link.
- D. If blue text is used on the site, ensure that it's always used to represent links.
- E. When a user clicks on the link, immediately display what the user expects to see.

Answer: C,D,E

Explanation:

Some leading practices when using a link on a career site are:

Populate the title text for each link. This will provide additional information about the link when the user hovers over it, and also improve the accessibility for screen readers and search engines¹.

If blue text is used on the site, ensure that it's always used to represent links. This will create a consistent visual cue for the users to identify the links and avoid confusion².

When a user clicks on the link, immediately display what the user expects to see. This will enhance the user experience and satisfaction by reducing the loading time and providing relevant content³.

The other options are not leading practices when using a link on a career site:

Include multiple links to the customer's corporate site. This will distract the user from the main purpose of the career site, which is to apply for jobs, and also create a cluttered and confusing layout⁴.

All external links from the career site should open in the same browser window. This will interrupt the user's browsing flow and make it harder for them to return to the career site. It is better to open external links in a new browser tab or window⁵.

NEW QUESTION # 62

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. Create content type links in the header under About Us that link to the three internal pages.
- B. Create a list type link in the header named About Us.
- C. Create category type links in the header under About Us that link to the three internal pages.
- D. Create an external type link in the header under About Us that opens a new session links to the page hosted on the customer's corporate site.
- E. Enable the About Us link in the header that is provided with all CSB sites.

Answer: A,B,D

NEW QUESTION # 63

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