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# **SAP C-THR84-2411 Exam Syllabus Topics:**

Topic	Details
Topic 1	<ul> <li>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.</li> </ul>

Topic 2	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 3	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 4	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 5	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.
Торіс 6	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.
Торіс 7	<ul> <li>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.</li> </ul>
Topic 8	<ul> <li>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.</li> </ul>

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# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q40-Q45):

#### **NEW QUESTION #40**

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Search bar
- B. Job alerts email template
- C. Data capture form
- D. Create an Account page

Answer: D

#### **NEW QUESTION #41**

What is recommended to be included in the header navigation menu?

Note: There are 2 correct answers to this question.

- A. Links to top job searches
- B. Links to Content pages
- C. Links to social networks
- D. Links to Category pages

Answer: B,D

#### **NEW OUESTION #42**

When internal career site is enabled what can be different on the Career Site Builder site for internal employees external candidates? Note: There are 2 correct answers to this question.

- A. Internals externals may be able to apply to different jobs.
- B. Internals externals may see different page components.
- C. Internals externals may see different headers footers.
- D. Internals externals may see different job layouts.

Answer: A,B

#### **NEW QUESTION #43**

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

#### Answer: A,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 Stylesor 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 #44**

When Mobile Apply is enabled for Career Site Builder which elements are consolidated onto a single page for candidates to

complete? Note: There are 2 correct answers to this question.

- A. Application template
- B. Offer approval template
- C. Candidate profile template
- D. People profile templates

Answer: A,C

#### **NEW OUESTION #45**

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