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SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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 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.
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	• 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 9	• 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 10	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q80-Q85):

NEW QUESTION # 80

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Social share
- B. Colors
- C. Site banner
- D. Footers
- E. Headers

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the

options in depth:

* Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."

* Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.

* Practical Example: For "Best Run Corp," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.

* Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In /Language component, are set globally to provide a cohesive navigation experience.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."

* Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrun.com/job/123 and careers.bestrun.com/about.

* Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.

* Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.

g., #FF0000 for red) to ensure brand consistency across all CSB pages."

* Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker in CSB > Global Styles.

* Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.

* Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.

* Option E (Social share): Incorrect. Social sharing buttons are individual components added to pages, not a global styling element. SAP's Global Styles definition confirms A, B, D as key elements.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 81

You have enabled Candidate Relationship Management and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- A. When sending an email from the Candidate Search page
- B. When sending an email associated with a Recruiting email trigger
- C. When sending an email associated with an applicant status
- D. When sending an email from the Candidate Workbench

Answer: A,D

Explanation:

You can create a branded email layout for your customer to customize the look and feel of your email communications with candidates. You can use the email layout to add your logo, colors, fonts, and other elements that match your brand identity. You can also use the email layout to add dynamic content, such as candidate name, job title, or recruiter name, to personalize your messages. When you have enabled Candidate Relationship Management and created a branded email layout, you can use it in the following scenarios:

When sending an email from the Candidate Workbench: The Candidate Workbench is a tool that allows you to manage your candidates and their activities. You can use the Candidate Workbench to send emails to individual or multiple candidates, and select the email layout that you want to use1.

When sending an email from the Candidate Search page: The Candidate Search page is a tool that allows you to search for candidates based on various criteria, such as keywords, location, skills, or status. You can use the Candidate Search page to send emails to the candidates that match your search results, and select the email layout that you want to use2.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Candidate Relationship Management, Lesson:

Sending Emails to Candidates, Slide 8 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 5: Candidate

Relationship Management, Lesson: Sending Emails to Candidates, Slide 9 SAP SuccessFactors Recruiting: Candidate Experience

NEW QUESTION # 82

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

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation: Highlighting hard-to-fill jobs on the CSB Home page:

* Option B (Within the Featured Jobs component): Correct. The Featured Jobs component showcases priority roles.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Featured Jobs component on the Home page can be configured to display hard-to-fill or high-priority jobs, drawing candidate attention."

* Option D (Within the category dropdown menu in the header): Correct. A category link (e.g., "Critical Roles") can target these jobs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category dropdown menus in the header can include links to pages displaying hard-to-fill jobs, providing direct navigation from the Home page."

* Option A: Incorrect. Footer links are for SEO, not Home page prominence.

* Option C: Incorrect. Content dropdowns are for static pages, not jobs. SAP's Home page design options support B and D.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide.

NEW QUESTION # 83

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

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

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: The header navigation menu in Career Site Builder (CSB) is a critical element for candidate navigation, and SAP recommends including items that enhance usability and job discovery:

* Option A (Links to Content pages): Correct. Content pages (e.g., "About Us," "Benefits") provide candidates with company information, making them a recommended inclusion in the header for easy access.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The header navigation menu should include links to content pages such as 'About Us' or 'Our Culture' to provide candidates with additional context about the organization, improving engagement."

* Option C (Links to Category pages): Correct. Category pages (e.g., "Sales Jobs," "Engineering Jobs") help candidates quickly find relevant job listings, aligning with SAP's focus on job-centric navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Links to category pages in the header navigation menu are recommended to facilitate direct access to job listings grouped by type or department, enhancing the candidate experience."

* Option B (Links to top job searches): Incorrect. While useful, top job searches are typically featured in the footer or search bar suggestions, not the header, to keep it uncluttered.

* Option D (Links to social networks): Incorrect. Social network links are better suited for the footer to maintain a clean, job-focused header. SAP's best practices for header design support A and C.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Navigation).

NEW QUESTION # 84

Other Career Site Setup

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

Answer: A,B

Explanation:

Option C is correct because when Mobile Apply is enabled for Career Site Builder, the application template is consolidated onto a single page for candidates to complete. The application template contains the fields and questions that the candidates need to fill out when applying for a job. The Mobile Apply feature simplifies the application process by reducing the number of pages and clicks that the candidates have to go through on their mobile devices¹.

Option D is correct because when Mobile Apply is enabled for Career Site Builder, the candidate profile template is consolidated onto a single page for candidates to complete. The candidate profile template contains the fields and questions that the candidates need to fill out when creating or updating their profile on the career site. The Mobile Apply feature also simplifies the profile creation and update process by reducing the number of pages and clicks that the candidates have to go through on their mobile devices¹.

Option A is incorrect because when Mobile Apply is enabled for Career Site Builder, the people profile templates are not consolidated onto a single page for candidates to complete. The people profile templates are used to define the fields and sections that appear on the people profile page in the SAP SuccessFactors platform. The people profile page is not part of the career site or the Mobile Apply feature².

Option B is incorrect because when Mobile Apply is enabled for Career Site Builder, the offer approval template is not consolidated onto a single page for candidates to complete. The offer approval template is used to define the fields and sections that appear on the offer approval page in the SAP SuccessFactors platform. The offer approval page is not part of the career site or the Mobile Apply feature³.

Reference:

1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning

3: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training

4: People Profile | SAP Help Portal

5: Offer Approval | SAP Help Portal

NEW QUESTION # 85

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