

# SAP C\_THR84\_2411 Exam Tests: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience - TestPassKing Ensure you Pass Exam



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Passing an SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience exam on the first attempt can be stressful, but SAP C\_THR84\_2411 exam questions can help manage stress and allow you to perform at your best. We at TestPassKing give you the techniques and resources to make sure you get the most out of your exam study. We provide preparation material for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience exam that will guide you when you sit to study for it. C\_THR84\_2411 updated questions give you enough confidence to sit for the SAP exam.

## SAP C\_THR84\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <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 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <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 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q78-Q83):

### NEW QUESTION # 78

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from the Candidate Workbench (Talent Pipeline page).
- B. Candidates can add themselves.
- C. Add from an email campaign.
- D. Auto-populate from a saved search.
- E. Add from a Candidate Search.

**Answer: A,D,E**

Explanation:

Candidates can be added to a talent pool from the following sources:

Candidate Workbench (Talent Pipeline page): You can manually add candidates to a talent pool from the Talent Pipeline page, which shows all the candidates who have applied to your jobs or have been sourced by you or your team12.

Auto-populate from a saved search: You can create a saved search based on certain criteria and assign it to a talent pool. This will automatically add any candidates who match the criteria to the talent pool13.

Add from a Candidate Search: You can perform a candidate search using keywords, filters, or Boolean operators and add the search results to a talent pool14.

You cannot add candidates to a talent pool from an email campaign or allow candidates to add themselves. Email campaigns are used to communicate with candidates who are already in a talent pool11. Candidates can only join a talent community, which is a broader group of candidates who have expressed interest in your company, but not a specific job or talent pool11. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Candidate Relationship Management, Lesson: Talent Pools, pages 5-3 to 5-9.

### NEW QUESTION # 79

What are some leading practices to ensure that a website is accessible?

Note: There are 2 correct answers to this question.

- A. Ask people with disabilities to test the site.
- B. Review the site using assistive technology such as a screen reader or online accessibility checker.
- C. Ask people in your IT department to test the site.
- D. Carefully review the site's code to look for issues with tagging other elements.

Answer: A,B

### NEW QUESTION # 80

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

Answer: A,C

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 # 81

Which of the following are prerequisites for enabling [feature]?

(Note: The original question was incomplete. I assume it refers to enabling Career Site Builder or a related feature like Unified Data Model based on context.)

- A. SAP SuccessFactors Onboarding
- B. Advanced Analytics in SAP SuccessFactors Recruiting
- C. SAP SuccessFactors Recruiting Posting
- D. A career site built with Career Site Builder

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Since the question is incomplete, I'll assume it asks about prerequisites for enabling Career Site Builder (CSB), a core component of SAP SuccessFactors Recruiting: Candidate Experience. Here's the analysis:

- \* Option B (A career site built with Career Site Builder): This is a foundational prerequisite. CSB is the tool used to design and manage the career site within SAP SuccessFactors Recruiting. Without activating and configuring CSB, no career site functionality is possible. It's activated via provisioning and requires initial setup (e.g., site configuration, branding).
- \* Option A (Advanced Analytics in SAP SuccessFactors Recruiting): This is an optional enhancement, not a prerequisite. Advanced Analytics provides reporting capabilities (e.g., source tracking), but it's not required to enable CSB itself.
- \* Option C (SAP SuccessFactors Recruiting Posting): While Recruiting Posting integrates with CSB to distribute jobs to external job boards, it's not mandatory to enable CSB. You can use CSB without external posting.
- \* Option D (SAP SuccessFactors Onboarding): Onboarding is unrelated to enabling CSB, as it focuses on post-hire processes, not candidate-facing career site setup. If the question intended a specific feature (e.g., Unified Data Model or Job Alerts), please clarify, and I'll adjust the answer. Based on the provided answer (B) and CSB context, B is correct as the primary prerequisite. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Guide (prerequisites section).

## NEW QUESTION # 82

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Add only the 20 most important colors for the customer's brand.
- B. Create colors using the color picker grid or by typing in the RGB or hex code.
- C. Add colors for all brands that will be needed for a multi-branded site.
- D. Enter a label for each color in your customer's color palette.
- E. Use the opacity slide to lighten a color in your palette instead of creating a new color.

**Answer: B,C,E**

## NEW QUESTION # 83

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