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The web-based C_THR84_2411 practice test frees you from the need for software installation. It is compatible with all operating systems. The web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q44-Q49):

NEW QUESTION # 44
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. Offer approval template
- B. People profile templates
- C. Application template
- D. Candidate profile template

Answer: C,D

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 # 45
As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page. Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023
- B. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- C. https://jobs.company.com/go/SaIes-Jobs/597140/Qutm_source=youtube&utm_campaign=sales2023
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:Tracking links with UTM parameters enable campaign performance analysis in Advanced Analytics. Let's evaluate the options for the sales2023 YouTube link to the Sales Jobs page:
* Option C (https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube& utm_campaign=sales2023): Correct. This URL uses the proper syntax with a question mark (?) to start UTM parameters, followed by utm_source=youtube (the referral

platform) and utm_campaign=sales2023 (the campaign name), separated by an ampersand (&).
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "Use UTM parameters in tracking links (e.g., ? utm_source=youtube&utm_campaign=campaignName) to accurately track candidate sources in Advanced Analytics from external platforms like YouTube."
* Reasoning: Posted on YouTube, this link (e.g.,https://jobs.bestrun.com/go/Sales-Jobs/597140/? utm_source=youtube&utm_campaign=sales2023) directs to the Sales Jobs page and logs
"youtube" as the source in AA, allowing "Best Run" to measure campaign success. The syntax adheres to UTM standards (source, medium, campaign), with medium optional here.
* Practical Example: For "Best Run," embedding this in a YouTube video description shows 100 clicks from YouTube in AA by March 10, 2025.
* Option A (https://jobs.company.com/go/SaIes-Jobs/597140/Qutm_source=youtube& utm_campaign=sales2023): Incorrect. "SaIes" has a typo (likely meant "Sales"), and "Qutm_source" is invalid (should be ?utm_source); this breaks tracking.
* Option B (https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023& utm_campaign=youtube): Incorrect. The ampersand (&) before utm_source is wrong; it should start with ? after the page URL, invalidating the parameters.
* Option D (https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023): Incorrect.
Missing utm_source limits tracking to campaign only, omitting the YouTube origin.
* Why C: Correct UTM format ensures analytics accuracy, per SAP standards. SAP's tracking link guidelines support C.References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Tracking Links).

NEW QUESTION # 46

Where is the Job Alerts Email Template configured?

- A. Career Site Builder
- B. Command Center
- C. Recruiting Email Triggers
- D. E-Mail Notification Templates Settings

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:The Job Alerts Email Template is a candidate-facing notification sent when new jobs matching a candidate's preferences are posted. In SAP SuccessFactors Recruiting: Candidate Experience:
* Option C (E-Mail Notification Templates Settings): This is the correct location. Job Alerts Email Templates are configured in the Admin Center underE-Mail Notification Templates Settings. This area allows administrators to customize the content, branding, and structure of emails sent to candidates who subscribe to job alerts via the CSB site. It's distinct from other email configurations due to its candidate- centric purpose.
* Option A (Command Center): The Command Center is used for managing Recruiting Marketing tasks (e.g., job distribution, source tracking), not email template configuration.
* Option B (Recruiting Email Triggers): This is for internal recruiting workflows (e.g., emails to recruiters or hiring managers), not candidate job alerts.
* Option D (Career Site Builder): CSB manages the career site's design and content, but email templates are configured separately in Admin Center to maintain consistency across notifications.SAP SuccessFactors Recruiting documentation confirms thatE-Mail Notification Templates Settingsis the official location.References: SAP SuccessFactors Recruiting: Candidate Experience - Admin Center Configuration Guide.

NEW QUESTION # 47

You have created a data capture form. What are some options when adding the form to a Landing page?Note: There are 3 correct answers to this question.

- A. You can configure the options when a candidate already has a candidate profile.
- B. You can customize the instructions to complete the form.
- C. You can modify the messages displayed after the candidate submits the form.
- D. You can add or remove fields on the data capture form.
- E. You can configure a specific job alert associated with candidates who submit the form.

Answer: B,C,E

Explanation:
You can create a data capture form to collect information from candidates who visit your career site. You can use the form to build

your talent pool, segment your candidates, and send them personalized communications. When you add the form to a Landing page, you have some options to customize the form and its behavior. Some of these options are:

You can configure a specific job alert associated with candidates who submit the form. This allows you to send relevant job notifications to the candidates based on their preferences and qualifications1.

You can customize the instructions to complete the form. This allows you to provide clear and concise guidance to the candidates on how to fill out the form and what information is required2.

You can modify the messages displayed after the candidate submits the form. This allows you to thank the candidates for their interest, confirm their submission, and provide any additional information or next steps3.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Candidate Relationship Management, Lesson: Creating Data Capture Forms, Slide 11 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 5: Candidate Relationship Management, Lesson: Creating Data Capture Forms, Slide 12 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Candidate Relationship Management 11% - 20%

NEW QUESTION # 48

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. You exported Site Settings from stage but did NOT update values in the XML file.
- B. The site setup steps such as configuring Real Time Job Sync have NOT yet been done in production.
- C. The SSL certificate has NOT yet been created.
- D. SAP SuccessFactors has released code to preview but NOT yet to production.
- E. The Job Alert Email Template has NOT been configured in the CSB stage environment.

Answer: B,C,D

NEW QUESTION # 49

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