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SAP C-THR84-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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 8	<ul style="list-style-type: none"> • 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 9	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q23-Q28):

NEW QUESTION # 23

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 social networks
- **C. Links to Content pages**
- **D. Links to Category pages**

Answer: C,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 # 24

What are some considerations when defining user permissions for Advanced Analytics?

Note: There are 2 correct answers to this question.

- A. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- **B. Advanced Analytics user permissions are configured in Command Center.**
- C. Users must be set up for Recruiter SSO.
- **D. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.**

Answer: B,D

NEW QUESTION # 25

Candidate Experience Overview and Project Kickoff

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. The customer maintains their own career site in addition to the CSB career site.
- **B. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.**
- **C. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.**
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

Answer: B,C

Explanation:



Some key features of a fully hosted Career Site Builder (CSB) site are:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site. This will provide a seamless and branded experience for the candidates and allow them to explore the company's culture, values, and opportunities¹.

All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site. This will enable the candidates to find and apply for jobs that match their interests and qualifications, and also learn more about the company's benefits, diversity, and social responsibility².

The other options are not valid features of a fully hosted CSB site:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system. This will create a disjointed and unappealing experience for the candidates and may discourage them from applying or returning to the site³.

The customer maintains their own career site in addition to the CSB career site. This will create duplication and inconsistency of content and design, and also increase the maintenance and cost for the customer⁴.

NEW QUESTION # 26

When moving a Career Site Builder site to production which four XML files must you export for the move to production?

- A. Site Settings Career Site Builder Settings Content pages Translations
- **B. Site Settings Career Site Builder Settings Category pages Translations**
- C. Candidate Profile Site Settings Translations Category pages
- D. Content pages Category pages Job Layouts Career Site Builder Settings

Answer: B

NEW QUESTION # 27

What must you consider when configuring custom headers in Career Site Builder?

- A. If a custom header is configured then all of the headers on the career site must be custom.
- B. The Logo component is required.
- **C. The Sign-In Language component is required.**
- D. Each component in a custom header must be configured on a separate row.

Answer: C

NEW QUESTION # 28

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