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Exam Code: C_THR84_2411

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experienc



Exam A

QUESTION 1

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Create content type links in the header under About Us that link to the three internal pages.
- B. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- C. Create a list type link in the header named About Us.
- D. Create category type links in the header under About Us that link to the three internal pages.
- E. Enable the About Us link in the header that is provided with all CSB sites.

Correct Answer: A, B, C

Section:

QUESTION 2

Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Provides insight into which sources are delivering high-quality candidates
- B. Allows customers to track direct and indirect recruiting costs for job postings
- C. Allows customers to drill into recruiting data such as dates, brands, and job categories
- D. Allows customers to evaluate trends in source performance over time
- E. Provides a variety of options for generating graphics to display report results



Correct Answer: A, C, D

Section:

QUESTION 3

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

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

Correct Answer: A, C

Section:

QUESTION 4

After enabling the Unified Data Model, why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note: There are 3 correct answers to this question.

- A. To support job posting to career sites built with Career Site Builder
- B. To provide fields that online sources require for XML feeds
- C. To support the use of job requisition fields in Career Site Builder

- D. To ensure that no more than five custom fields are required for Recruiting Marketing
- E. To provide fields for filtering reports in Advanced Analytics

Correct Answer: A, C, E

Section:

QUESTION 5

What happens if a candidate is navigating the Career Site Builder site and clicks to access a branded page that has NOT been built?

- A. An error message will be displayed.
- B. The home page for that brand will display.
- C. The page for the default brand will display.
- D. A message will display asking the candidate to select a brand.

Correct Answer: A

Section:

QUESTION 6

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

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



Correct Answer: A, D, E

Section:

QUESTION 7

or sites with multiple brands, what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Colors and images
- B. Data capture forms and locales
- C. Content and category pages
- D. Cookie Consent Manager and JavaScript

Correct Answer: A, B

Section:

QUESTION 8

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and Recruiting Posting
- B. Automated standard XML feeds and custom XML feeds
- C. Automated Recruiting Posting and scheduled job scraping
- D. Automated standard XML feeds and scheduled job scraping

Correct Answer: A, B

Section:

QUESTION 9

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

Correct Answer: C, D, E

Section:

QUESTION 10

Which of the following API types does SAP recommend to use to achieve clean core in Note: There are 2 correct answers to this question.

- A. IDoc
- B. RFC
- C. OData
- D. SOAP

Correct Answer: C, D

Section:



QUESTION 11

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. The steps to implement Advanced Analytics must be completed over two or more days.
- B. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- C. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- D. Advanced Analytics can be implemented when the applicant status set is created.

Correct Answer: C, D

Section:

QUESTION 12

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience? Note: There are 3 correct answers to this question.

- A. Enable location-based searches on the search bar.
- B. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- C. Configure a color or image for the search bar for each of your customer's brands.
- D. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.
- E. Configure options for the search results page and the job results cards for each of your customer's brands.

Correct Answer: A, C, E

Section:

QUESTION 13

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

Correct Answer: A, C

Section:

QUESTION 14

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

Correct Answer: C, D

Section:



QUESTION 15

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined using a maximum of one filter field.
- B. Categories can be defined using objects or picklists from the job requisition template.
- C. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- D. Categories can be defined by selecting multiple values for the fields.
- E. Categories can be defined using Keyword or Location.

Correct Answer: B, D, E

Section:

QUESTION 16

Which of the following apply regarding the AI Assisted Skills Matching feature enhancement? Note: There are 2 correct answers to this question.

- A. Candidates can upload their resume and AI will analyze and identify skills in their resume and match them to jobs which list the same skills.
- B. The candidate's resume and identified skills will be stored temporarily in the system for one hour.
- C. The candidate will see the top 15 jobs that they have been matched to after their skills have been identified.
- D. This feature allows customers to include a Data Privacy statement for candidates to accept before uploading their resume.

Correct Answer: A, D

Section:

QUESTION 17

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- A. Site setup settings are located within CSB and should only be accessed by trained administrators.
- B. When CSB Role Based Permission is enabled, administrators receive a notification that users also need permissions in Admin Center.
- C. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.
- D. Until CSB Role Based Permission is enabled, NO users can access CSB.

Correct Answer: A, C

Section:

QUESTION 18

Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Enable your customer's Source Tracker options from Command Center.
- B. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- C. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- D. When setting up the Source Tracker for your customer, enable all possible sources.
- E. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.

Correct Answer: A, B, E

Section:

QUESTION 19

What are the options for enabling the 'Hear more about career opportunities' flag (also called 'Consent to Marketing') on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. The candidate updates the setting for 'Hear more about career opportunities' from their candidate profile.
- B. A back-end script is run to update all candidates' settings for 'Hear more about career opportunities'.
- C. The candidate selects 'Hear more about career opportunities' when creating an account.
- D. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the 'Hear more about career opportunities' option is enabled.
- E. A recruiter updates the setting for 'Hear more about career opportunities' from the candidate's profile.

Correct Answer: A, C, D

Section:

QUESTION 20

Based on leading practices, which of the following page types can contain job listings?

- A. Content page
- B. Home page
- C. Category page
- D. Landing page

Correct Answer: C

Section:

QUESTION 21

Which of the following are prerequisites for enabling ?

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

Correct Answer: B

Section:

QUESTION 22

Where is the Job Alerts Email Template configured?

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

Correct Answer: D

Section:

QUESTION 23

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- B. Customers need to renew XML job feeds annually.
- C. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- D. All of the customer's jobs are included in a standard XML feed.

Correct Answer: A, D

Section: