

# Free Questions for **C\_THR84\_2311**

Shared by **Bradshaw** on **04-10-2024**

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# Question 1

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**Question Type:** MultipleChoice

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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.

## Options:

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

## Answer:

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C, D

## Explanation:

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**SAP SuccessFactors** 

**SAP SuccessFactors** 

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 opportunities<sup>1</sup>.

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 responsibility<sup>2</sup>.

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 site<sup>3</sup>.

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.

## Question 2

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**Question Type: MultipleChoice**

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Career Site Design and Accessibility

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates?Note: There are 2 correct answers to this question.

### Options:

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- A- Internals and externals may see different headers and footers.
- B- Internals and externals may be able to apply to different jobs.
- C- Internals and externals may see different page components.
- D- Internals and externals may see different job layouts.

## **Answer:**

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B, C

## **Explanation:**

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When internal career site is enabled, you can configure different settings and content for internal employees and external candidates on your Career Site Builder site. This allows you to tailor the candidate experience based on the audience and the business needs. Some of the differences that can be applied are:

Internals and externals may be able to apply to different jobs: You can set up job requisitions to be visible only to internal employees, only to external candidates, or to both. This way, you can control who can view and apply to certain jobs based on their eligibility and suitability. You can also set up different application processes and forms for internals and externals, such as requiring different information or documents, or enabling different integrations or assessments.

Internals and externals may see different page components: You can create different page components for internal employees and external candidates, such as banners, videos, testimonials, or forms. You can also assign different page components to different pages based on the audience, such as showing different messages or images on the home page, category page, or job details page. This way, you can customize the look and feel of your site and provide relevant and engaging content for each group.

Internals and externals may see different headers and footers: This is not a correct answer, because the header and footer settings are global and apply to the entire site, regardless of the audience. You cannot create or assign different headers and footers for internal employees and external candidates. However, you can use the header and footer components to display different links or menus based on the audience, such as showing different career site pages, external sites, or internal resources.

Internals and externals may see different job layouts: This is not a correct answer, because the job layout settings are also global and apply to the entire site, regardless of the audience. You cannot create or assign different job layouts for internal employees and external

candidates. However, you can use the job layout components to display different information or actions based on the audience, such as showing different job details, apply buttons, or share options.Reference

## Question 3

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**Question Type:** MultipleChoice

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What are some leading practices regarding the timing of the Advanced Analytics implementation?Note: There are 3 correct answers to this question.

### Options:

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- A-** Advanced Analytics can be implemented when the applicant status set is created.
- B-** Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live.
- C-** Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- D-** The steps to implement Advanced Analytics must be completed over two or more days.
- E-** The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

**Answer:**

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B, C, E

**Explanation:**

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Some leading practices regarding the timing of the Advanced Analytics implementation are:

Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live. This means that you do not lose any historical data if you delay the Advanced Analytics configuration<sup>1</sup>.

Implement Advanced Analytics immediately following the Career Site Builder site go-live. This helps you to monitor the performance and effectiveness of your career site and optimize it based on the insights from the reports<sup>2</sup>.

The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun. This is because the Advanced Analytics reports are based on the applicant status set, which is already defined in the Recruiting Management module. You do not need to create any custom fields or mappings for the Advanced Analytics reports<sup>3</sup>.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 7: Implement Advanced Analytics, Lesson: Implementing Advanced Analytics, Slide 6

SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 7: Implement Advanced Analytics, Lesson: Implementing Advanced Analytics, Slide 7

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Implement Advanced Analytics <= 10%

## Question 4

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**Question Type:** MultipleChoice

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Career Site Design and Accessibility

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

### Options:

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

### Answer:

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A, C, D

### Explanation:

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Option A is correct because asking people with disabilities to test the site is a leading practice to ensure that the website is accessible. People with disabilities can provide valuable feedback and insights on how the site works for them, what barriers or challenges they face, and what improvements can be made to enhance their user experience<sup>1</sup>.

Option B is incorrect because asking people in your IT department to test the site is not a sufficient practice to ensure that the website is accessible. People in your IT department may not have the expertise or the perspective of people with disabilities, and they may not be able to identify or address all the accessibility issues that may arise on the site<sup>1</sup>.

Option C is correct because using an online accessibility checker, such as WAVE, to test the site is a leading practice to ensure that the website is accessible. An online accessibility checker is a tool that can automatically scan and evaluate the site for common accessibility errors, such as missing alt text, low contrast, broken links, and invalid code. It can also provide suggestions and recommendations on how to fix the errors and improve the site's accessibility<sup>2</sup>.

Option D is correct because reviewing the site using assistive technology such as a screen reader like JAWS or NVDA is a leading practice to ensure that the website is accessible. A screen reader is a software that converts text and images on the screen into speech or braille output for people who are blind or have low vision. Reviewing the site using a screen reader can help you understand how the site is perceived and navigated by people who rely on this technology, and what issues or difficulties they may encounter on the site.

Option E is incorrect because carefully reviewing the site's code to look for issues with tagging and other elements is not a reliable practice to ensure that the website is accessible. While reviewing the site's code can help you check for some technical aspects of accessibility, such as semantic markup, headings, labels, and roles, it cannot guarantee that the site is accessible for all users and devices. Accessibility is not only about code, but also about design, content, functionality, and usability<sup>1</sup>.

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: [Web Accessibility Evaluation Tools List | W3C](#)

4: [WAVE Web Accessibility Evaluation Tool](#)

[5]: [Screen Readers | WebAIM](#)

## Question 5

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**Question Type:** MultipleChoice

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What tasks related to job distribution are you responsible for?Note: There are 3 correct answers to this question.

### Options:

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- A- Deliver jobs directly to compliance job boards.
- B- Conduct the job delivery intake meeting.
- C- Create the customer's standard XML feeds.
- D- Work with job boards to arrange special pricing for your customer.
- E- Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.

**Answer:**

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B, C, E

**Explanation:**

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Conduct the job delivery intake meeting. This is the first step in the job delivery process, where you gather the customer's requirements and expectations for job distribution, such as the target job boards, the budget, the frequency, and the tracking methods<sup>1</sup>.

Create the customer's standard XML feeds. This is the second step in the job delivery process, where you configure the XML feeds that will deliver the jobs from the customer's SAP SuccessFactors Recruiting system to the selected job boards<sup>2</sup>. You can use the Job Delivery Toolkit to create and test the XML feeds<sup>3</sup>.

Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor. This is the final step in the job delivery process, where you teach the customers how to manage their preferred sources, such as job boards, social media, and employee referrals, in the Career Site Builder Site Source Editor<sup>4</sup>. This allows the customers to control which sources are displayed on their career site and how they are tracked.

1: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Process Overview

2: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: XML Feeds

3: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Job Delivery Toolkit

4: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Site Source Editor

[5]: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 8: Job Delivery, Lesson: Preferred Sources

## Question 6

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**Question Type:** MultipleChoice

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Which of the following is an SAP leading practice regarding the blackout period?

### Options:

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- A-** When the update code is pushed to Preview, you CANNOT move the Career Site Builder site to Production until after the Production release is complete.
- B-** When a change is made to a job requisition, you can expect a delay of up to 24 hours for the job to be moved to the Career Site Builder site via Real-time Job Sync.
- C-** After a Career Site Builder page is published, you may need to wait a few minutes before you can publish additional changes to that page.
- D-** After the release information is updated in the What's New Viewer, you may NOT discuss with customers what is included in the release.

### Answer:

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A

## **Explanation:**

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According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course<sup>1</sup>, the blackout period is a time frame during which you should not move your Career Site Builder site to Production. This is because the update code is pushed to Preview first, and then to Production later, usually within a week. If you move your site to Production during this time, you may encounter issues or inconsistencies due to the different code versions. Therefore, the SAP leading practice is to wait until the Production release is complete before moving your site to Production<sup>1</sup>.

The other options are not related to the blackout period, but rather to other aspects of the Career Site Builder functionality. For example:

Option B refers to the Real-time Job Sync feature, which allows you to sync job requisitions from Recruiting Management to Career Site Builder without any delay. However, this feature requires additional configuration and activation, and it may not be available for all customers<sup>2</sup>.

Option C refers to the caching mechanism of Career Site Builder, which may cause a slight delay between publishing a page and seeing the changes on the live site. This is normal and expected, and it does not affect the functionality of the site<sup>3</sup>.

Option D refers to the What's New Viewer, which is a tool that provides information about the new features and enhancements in each release of SAP SuccessFactors. This tool is available for both administrators and end users, and it can be accessed from the SAP SuccessFactors homepage or from the Help Center. There is no restriction on discussing the release information with customers, as long as it is accurate and relevant<sup>4</sup>. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Real-time Job Sync, Career Site Builder Caching, What's New Viewer

## Question 7

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**Question Type:** MultipleChoice

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Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

### Options:

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- A- Careers Home
- B- View All Jobs
- C- Corporate Home
- D- Top Job Searches

### Answer:

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A, B

### Explanation:

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Footer links are important for SEO because they help search engines crawl and index your site, as well as provide easy navigation for users. The Careers Home and View All Jobs links are recommended on every Career Site Builder site because they allow users to access the main landing page and the job search page from any page on the site. These links also help search engines understand the

structure and content of your site, and increase the visibility and ranking of your site in search results. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Global Settings and Global Styles, Lesson: Global Settings, Slide 10.

## Question 8

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**Question Type:** MultipleChoice

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Move to Production

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

### Options:

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- A-** It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- B-** Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used.
- C-** Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.

**D-** SSL certificates must be installed for both the stage and production CSB environments.

**E-** The implementation consultant begins the SSL certificate process as soon as the site is moved to production.

### **Answer:**

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A, B, C

### **Explanation:**

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Some leading practices regarding SSL certificates for Career Site Builder (CSB) sites are:

It is critical to prevent the SSL certificate from expiring so that candidates are not blocked from accessing the CSB site. An expired SSL certificate will cause security warnings and errors for the candidates and may damage the reputation and trust of the company<sup>1</sup>.

Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used. A wildcard certificate is a certificate that covers multiple subdomains under the same domain name, such as \*.example.com. This will save time and cost for the customer and simplify the certificate management process<sup>2</sup>.

SSL certificates must be installed for both the stage and production CSB environments. This will ensure that the CSB site is secure and functional in both environments and allow for testing and validation before moving to production<sup>3</sup>.

The other options are not valid leading practices regarding SSL certificates for CSB sites:

Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support. This is not true, as the SSL certificate renewal process requires coordination and communication between the customer, the certificate authority, and the Product Support team. The customer or consultant can initiate the renewal request in CSB, but they still need to



provide the certificate files and information to Product Support for installation.

The implementation consultant begins the SSL certificate process as soon as the site is moved to production. This is not a leading practice, as the SSL certificate process should be started as early as possible in the project timeline, preferably during the design phase. This will allow enough time for the certificate procurement, installation, and testing, and avoid any delays or issues in the go-live phase.

## Question 9

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**Question Type:** MultipleChoice

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Other Career Site Setup

What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site?Note: There are 2 correct answers to this question.

### Options:

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**A-** careers.<company>.com

**B-** <company>.careers.com

**C-** jobs.<company>.com

D- <company>.com/jobs

## Answer:

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A, C

## Explanation:

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When setting up a subdomain for a customer's Career Site Builder site, the recommended naming convention is to use either careers.<company>.com or jobs.<company>.com, where <company> is the name of the customer's organization. These naming conventions are preferred because they:

Indicate the purpose of the site, which is to showcase the career opportunities and the job openings of the customer.

Enhance the search engine optimization (SEO) of the site, which helps to rank higher in the search results and attract more traffic and candidates.

Maintain the branding and identity of the customer, which helps to build trust and recognition among the candidates and the visitors.

Simplify the domain management and maintenance, which reduces the complexity and the cost of the site administration.

The other two options are incorrect because:

<company>.careers.com: This naming convention is not recommended because it uses a generic top-level domain (TLD) of .com, which does not indicate the specific country or region of the customer. This could cause confusion and ambiguity among the candidates and the visitors, especially if the customer operates in multiple markets or locations. Moreover, this naming convention could conflict with

other existing domains that use the same TLD and the same prefix of careers.

<company>.com/jobs: This naming convention is not recommended because it uses a subdirectory or a subfolder of /jobs, rather than a subdomain. This could affect the performance and the security of the site, as well as the SEO ranking. For example, using a subdirectory could slow down the loading speed of the site, as it shares the same server and the same resources with the main domain. It could also expose the site to more risks and vulnerabilities, as it inherits the same security settings and the same certificates as the main domain. Furthermore, using a subdirectory could lower the SEO ranking of the site, as it competes with the main domain and the other subdirectories for the same keywords and the same authority.

[SAP SuccessFactors Recruiting: Candidate Experience 2H/2023](#)

[SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023](#)

[THR84 - SAP SuccessFactors Recruiting: Candidate Experience Academy]

[THR84 - Unit 2: Site Setup]

## Question 10

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**Question Type:** MultipleChoice

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

## Options:

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

## Answer:

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A, B

## Explanation:

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The header navigation menu is a component that allows candidates to navigate through different pages on your career site. It is recommended to include links to Category pages and Content pages in the header navigation menu, as these pages provide relevant information and opportunities for the candidates. Category pages are pages that display job requisitions based on predefined criteria, such as location, function, or industry. Content pages are pages that display custom content, such as company culture, benefits, testimonials, or events. By including links to these pages, you can showcase your employer brand, attract candidates to your job openings, and enhance the candidate experience.

Links to social networks and top job searches are not recommended to be included in the header navigation menu, as they are not essential for the candidate journey. Links to social networks can be added to the footer or the sidebar of your career site, as they are secondary sources of information and engagement. Links to top job searches can be added to the homepage or the search results page of your career site, as they are dynamic and contextual. Adding too many links to the header navigation menu can clutter the user

interface and distract the candidates from the main content and actions.Reference:

[SAP SuccessFactors Recruiting: Candidate Experience 2H/2023](#)

[SAP SuccessFactors Recruiting: Candidate Experience Academy](#)

[HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration](#)

## Question 11

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**Question Type: MultipleChoice**

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Site Setup

Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

**Options:**

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**A-** Recruiting Advanced Analytics

**B-** Career Site

**C-** Delete Jobs

**D-** API Credentials

**E-** Career Site Builder

## **Answer:**

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B, D, E

## **Explanation:**

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The Command Center is a central location where you can access various features and settings related to your Career Site Builder site. The quick links are shortcuts to the most commonly used functions, such as editing your site, managing your API credentials, or viewing your career site. The quick links available in Command Center are:

**Career Site:** This link opens your career site in a new tab, where you can see how it looks to candidates and test its functionality.

**API Credentials:** This link takes you to the API Credentials page, where you can generate, view, and revoke your API keys for integrating with external systems or services, such as job boards, CRM platforms, or analytics tools.

**Career Site Builder:** This link takes you to the Career Site Builder page, where you can edit your site settings, pages, components, styles, and content. You can also preview, publish, or revert your changes from here.

[Recruiting Advanced Analytics](#) and [Delete Jobs](#) are not quick links in Command Center, but they are available in other sections of the Admin Center. [Recruiting Advanced Analytics](#) is a reporting tool that allows you to measure and optimize your recruiting performance and candidate experience. [Delete Jobs](#) is a function that allows you to permanently remove jobs from your system, either individually or in bulk. [Reference:1,2,3](#)

## Question 12

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**Question Type:** MultipleChoice

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Where can you create links to hard-to-fill jobs on the Home page?Note: There are 2 correct answers to this question.

### Options:

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

### Answer:

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B, C

### Explanation:

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You can create links to hard-to-fill jobs on the Home page by using the following methods:

[Within the Featured Jobs component:](#) This component allows you to display a list of jobs that you want to highlight on the Home page. You can select the jobs manually or use rules to filter them based on criteria such as location, function, or industry<sup>1</sup>. This way, you can showcase the hard-to-fill jobs to the candidates and encourage them to apply.

[Within the Top Job Searches link in the footer:](#) This link allows you to display a list of popular or trending job searches on the Home page. You can configure the link to show the top job searches based on the number of clicks, views, or applications<sup>2</sup>. This way, you can attract the candidates to the hard-to-fill jobs that are in high demand.

[SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Pages and Components, Lesson: Creating and Configuring Components, Slide 13](#)

[SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 4: Career Site Builder Pages and Components, Lesson: Creating and Configuring Components, Slide 14](#)

[SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Career Site Builder Pages and Components <= 10%](#)



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