

**Free Questions for C\_THR84\_2405**

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# Question 1

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**Question Type:** MultipleChoice

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Configure Locales

What are some leading practices to create locales in Career Site Builder?Note: There are 2 correct answers to this question.

## Options:

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- A- Use Google Translate to translate text for locales.
- B- If the customer requires only one language and it is NOT en\_US, you can change the default locale.
- C- Follow the same layout for the localized pages as the default locale.
- D- Create the Home page for the locale instead of duplicating it from the default locale.

## Answer:

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B, C

## Explanation:

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Some leading practices to create locales in Career Site Builder are:

If the customer requires only one language and it is NOT en\_US, you can change the default locale. This will save you time and effort as you do not need to create a new locale and duplicate the pages and components. You can simply edit the default locale and change the language and other settings as needed<sup>1</sup>.

Follow the same layout for the localized pages as the default locale. This will ensure consistency and usability across different languages and regions. You can use the same page templates and components for the locales, and only change the text and images as required<sup>2</sup>.

The other options are not leading practices for creating locales in Career Site Builder:

Using Google Translate to translate text for locales is not recommended as it may result in inaccurate or inappropriate translations. You should use a professional translation service or a native speaker to ensure the quality and accuracy of the text<sup>3</sup>.

Creating the Home page for the locale instead of duplicating it from the default locale is not a leading practice as it will create extra work and maintenance. You can use the Duplicate Page feature to copy the Home page from the default locale and then edit the text and images as needed for the locale<sup>4</sup>.

## Question 2

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**Question Type:** MultipleChoice

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

## Options:

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- A-** A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- B-** The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.
- C-** A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- D-** The candidate selects "Hear more about career opportunities" when creating an account.
- E-** 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.

## Answer:

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B, D, E

## Explanation:

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The "Hear more about career opportunities" flag (also called "Consent to Marketing") is a setting that allows candidates to opt-in or opt-out of receiving email campaigns from the customer. Email campaigns are a way of engaging with candidates and informing them about relevant job opportunities, events, or news. The options for enabling the "Hear more about career opportunities" flag are:

The candidate updates the setting for "Hear more about career opportunities" from their candidate profile. This option allows candidates to change their preference at any time from their profile page on the Career Site Builder (CSB) site. They can also view and manage their email subscriptions from the same page.

The candidate selects "Hear more about career opportunities" when creating an account. This option allows candidates to opt-in to receive email campaigns when they register for an account on the CSB site. They can also choose which types of email campaigns they want to receive, such as job alerts, newsletters, or events.

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. This option allows customers to send a one-time email campaign to candidates who have not opted-in or opted-out of receiving email campaigns. The email campaign contains a link that allows candidates to opt-in to receive future email campaigns. This option is useful for customers who have migrated their candidate data from another system and want to obtain consent from existing candidates.

[SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Email Campaigns](#)

[SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%](#)

## Question 3

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**Question Type:** MultipleChoice

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What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title:	Jobs at Best Run
Meta Keywords:	Sales, Engineering, Human Resources, Management Jobs
Meta Description:	Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more

Note: There are 2 correct answers to this question.

### Options:

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- A-** When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- B-** When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- C-** Populating the Meta Keywords field is much more important than using keywords in the page content.
- D-** Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.

### Answer:

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A, B

## **Explanation:**

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The sitewide metadata in Career Site Builder (CSB) is crucial for enhancing the visibility and accessibility of the site on search engines and for users. If "Jobs at Best Run" is set as the Page Title, it will display on the browser tab when a user opens the home page for the site (Option A). Additionally, when "Jobs at Best Run" appears in search engine results, it will serve as a clickable link directing users to the CSB site (Option B). Option C is incorrect because using keywords in page content is equally important as populating the Meta Keywords field for SEO. Option D is incorrect because metadata leading practices involve specific titles for different pages to enhance SEO. Reference: [SAP SuccessFactors Recruiting: Candidate Experience Administration], Unit 6: Site Setup, Lesson: Site Metadata, Slide 4-5.

## **Question 4**

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**Question Type:** MultipleChoice

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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.

**Options:**

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- A- People profile templates
- B- Offer approval template
- C- Application template
- D- Candidate profile template

**Answer:**

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C, D

**Explanation:**

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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 devices.

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 devices.

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.

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

## Question 5

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**Question Type: MultipleChoice**

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Your customer requires additional Home pages when enabling which of the following elements? Note: There are 2 correct answers to this question.

## Options:

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- A- Brands
- B- Maps
- C- Site kits
- D- Locales

## Answer:

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A, D

## Explanation:

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Your customer requires additional Home pages when enabling brands and locales on their Career Site Builder site. Brands are different identities or subdomains that your customer may have for their career site, such as different divisions, regions, or products. Locales are different languages or regional settings that your customer may have for their career site, such as English, French, or German. When enabling brands and locales, you need to create additional Home pages for each combination of brand and locale, to ensure that the content and layout are consistent and appropriate for each audience. For example, if your customer has two brands, Brand A and Brand B, and two locales, English and French, then you need to create four Home pages:

Home - English - Brand A

Home - English - Brand B

Home - French - Brand A

Home - French - Brand B

Maps and site kits are not elements that require additional Home pages when enabling them on a Career Site Builder site. Maps are components that display the location of your customer's offices or job requisitions on a map. Site kits are templates that provide predefined styles, components, and pages for your career site. You can use maps and site kits on any Home page, regardless of the brand or locale, without creating additional Home pages. Reference:

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

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

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

## Question 6

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**Question Type:** MultipleChoice

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Which of the following are included in a standard Recruiting statement of work? Note: There are 3 correct answers to this question.

**Options:**

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- A- Enable LinkedIn integration.
- B- Enable Mobile Apply.
- C- Configure one job layout.
- D- Configure 20 Category or Content pages.
- E- Configure one standard XML feed.

### Answer:

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B, C, E

### Explanation:

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A standard Recruiting statement of work (SOW) is a document that defines the scope, deliverables, and timeline of a Recruiting implementation project. It also specifies the roles and responsibilities of the project team, the assumptions and dependencies, and the acceptance criteria. According to the Recruiting Implementation Handbook, a standard Recruiting SOW includes the following tasks:

Enable Mobile Apply: This task involves enabling the Mobile Apply feature, which allows candidates to apply for jobs using their mobile devices. The Mobile Apply feature supports various application methods, such as uploading a resume, using a LinkedIn profile, or filling out an application form.

Configure one job layout: This task involves configuring the appearance and content of the job posting page, which displays the details of a job requisition. The job layout can be customized using Career Site Builder, which provides various components and widgets to enhance the job posting page.

Configure one standard XML feed: This task involves configuring the XML feed, which is a file that contains the data of the job requisitions. The XML feed can be used to post jobs to external job boards, such as Indeed or Monster, or to internal career sites.

The following tasks are not included in a standard Recruiting SOW:

Enable LinkedIn integration: This task involves enabling the LinkedIn integration, which allows candidates to use their LinkedIn profile to apply for jobs, and recruiters to source candidates from LinkedIn. The LinkedIn integration requires additional configuration and licensing, and is considered as an optional or custom task.

Configure 20 Category or Content pages: This task involves configuring the Category or Content pages, which are the pages that display the information or content related to the career site, such as the company culture, benefits, or events. The Category or Content pages can be created and managed using Career Site Builder, which provides various components and widgets to enhance the pages. However, the standard Recruiting SOW only includes the configuration of up to 10 Category or Content pages, not 20.

[Recruiting Implementation Handbook](#): This document provides an overview of the Recruiting implementation process, including the project phases, tasks, deliverables, and best practices. It also provides the sample SOWs for standard and custom Recruiting projects.

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