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# Question 1

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## Question Type: MultipleChoice

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Fields defined on the job requisition and mapped to Career Site Builder can be used for which purposes? Note: There are 3 correct answers to this question.

### Options:

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- A- Display on search results
- B- Add to data capture forms
- C- Display in the site header or footer
- D- Use to create category page rules
- E- Display on the job layout

### Answer:

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A, B, E

### Explanation:

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Fields defined on the job requisition and mapped to Career Site Builder can be used for the following purposes:

Display on search results: Customers can configure which fields they want to show on the search results page, such as job title, location, job category, etc. This helps candidates to quickly scan and filter the available jobs based on their preferences and criteria.

Add to data capture forms: Customers can add fields to the data capture forms that candidates fill out when they apply for a job or join a talent pool. This allows customers to collect relevant information from candidates, such as contact details, resume, cover letter, etc.

Display on the job layout: Customers can customize the layout and content of the job details page, where candidates can view the full description and requirements of a job. Customers can choose which fields they want to display on the job layout, such as job summary, responsibilities, qualifications, benefits, etc.

## Question 2

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**Question Type:** MultipleChoice

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

**Options:**

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**A-** An error message will be displayed.

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

**Answer:**

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D

**Explanation:**

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If a candidate tries to access a branded page that has not been built, the system will automatically redirect them to the page for the default brand. This is because the default brand is used as a fallback option when a specific brand is not available or configured. The default brand should have all the pages that are required for the candidate experience, such as the home page, the job search page, the job details page, etc. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Global Settings and Global Styles, Lesson: Configuring Brands, Slide 9.

## Question 3

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**Question Type:** MultipleChoice

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Site Setup

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

### Options:

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- A- The recruiter did NOT include the job with Sync Recruiting Jobs.
- B- The recruiter does NOT have permissions for Career Site Builder.
- C- The recruiter did NOT include a country.
- D- The recruiter did NOT include a job description.

### Answer:

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A, C

### Explanation:

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Option A is correct because the recruiter must include the job with Sync Recruiting Jobs to enable Real Time Job Sync for that job. Sync Recruiting Jobs is a field in the job requisition that indicates whether the job should be synced to the Career Site Builder site or not. If the recruiter does not check this field, the job will not be synced and will not display on the site<sup>1</sup>.

Option B is incorrect because the recruiter does not need to have permissions for Career Site Builder to sync the jobs to the site. Career Site Builder is a tool for administrators to design and configure the career site, not for recruiters to post jobs. The recruiter only needs to have permissions for Recruiting Management to create and manage job requisitions<sup>2</sup>.

Option C is correct because the recruiter must include a country for the job to be synced to the Career Site Builder site. The country is a mandatory field in the job requisition that determines the locale and language of the job posting. If the recruiter does not enter a country, the job will not be synced and will not display on the site<sup>1</sup>.

Option D is incorrect because the recruiter does not need to include a job description for the job to be synced to the Career Site Builder site. The job description is an optional field in the job requisition that provides more details about the job role and responsibilities. If the recruiter does not enter a job description, the job will still be synced and displayed on the site, but it will have less information for the candidates<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: Configuring Real Time Job Sync | SAP Help Portal

4: SAP SuccessFactors Recruiting | SAP Help Portal

## Question 4

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**Question Type:** MultipleChoice

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What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

## Options:

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- A- Work with the customer to develop a job distribution strategy.
- B- Ensure that the job data supports the customer's recruiting strategy.
- C- Upsell additional solutions to the customer.
- D- Build the customer's CSB site using custom plugins.

## Answer:

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A, B

## Explanation:

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Based on the web search results, some of the responsibilities of a functional consultant on a CSB implementation are:

Work with the customer to develop a job distribution strategy. This involves understanding the customer's business goals, target audience, and recruitment channels, and helping them to optimize their job postings and campaigns across various platforms, such as job boards, social media, and search engines<sup>12</sup>.

Ensure that the job data supports the customer's recruiting strategy. This involves analyzing the job requisitions, job descriptions, and job classifications, and ensuring that they are consistent, accurate, and compliant with the customer's requirements and standards. It also involves configuring the CSB site to display the job data in a user-friendly and accessible way, using features such as search filters, job alerts, and job recommendations<sup>3</sup>.

Upsell additional solutions to the customer is not a responsibility of a functional consultant on a CSB implementation. This is more likely to be a role of a sales or account manager, who would identify the customer's needs and offer them additional products or services that could enhance their experience or solve their problems.

Build the customer's CSB site using custom plugins is not a responsibility of a functional consultant on a CSB implementation. This is more likely to be a role of a technical consultant or a developer, who would create and implement custom code or plugins to extend the functionality or appearance of the CSB site, according to the customer's specifications or requests.

## Question 5

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**Question Type:** MultipleChoice

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Configure Locales

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

**Options:**

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**A-** Job alerts email template



- B- Search bar
- C- Create an Account page
- D- Data capture form

**Answer:**

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C

**Explanation:**

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Option C is correct because Manage Languages in Admin Center must be used to change translated labels for the Create an Account page that is accessed from Career Site Builder sites. The Create an Account page is the page that candidates see when they click on the Create an Account button on the career site. The labels on this page, such as the field names, buttons, and messages, are controlled by the Manage Languages tool in Admin Center. You can use this tool to edit the existing translations or add new translations for the labels on this page<sup>1</sup>.

Option A is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the job alerts email template that is accessed from Career Site Builder sites. The job alerts email template is the template that defines the content and layout of the email that candidates receive when they subscribe to job alerts on the career site. The labels on this template, such as the subject, header, footer, and unsubscribe link, are controlled by the Email Template Editor in Command Center. You can use this tool to edit the existing translations or add new translations for the labels on this template<sup>2</sup>.

Option B is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the search bar that is accessed from Career Site Builder sites. The search bar is the component that allows candidates to search for jobs on the career site

using keywords, filters, and facets. The labels on this component, such as the placeholder text, filter names, and facet values, are controlled by the Search Bar Settings in Career Site Builder. You can use this tool to edit the existing translations or add new translations for the labels on this component<sup>3</sup>.

Option D is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the data capture form that is accessed from Career Site Builder sites. The data capture form is the tool that collects candidate information on a landing page without requiring them to create an account or submit an application. The labels on this tool, such as the field names, buttons, and messages, are controlled by the Data Capture Form Editor in Command Center. You can use this tool to edit the existing translations or add new translations for the labels on this tool.

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: [Manage Languages | SAP Help Portal](#)

4: [Configuring Job Alerts | SAP Help Portal](#)

5: [Configuring the Search Bar | SAP Help Portal](#)

[6]: [Creating and Editing Data Capture Forms | SAP Help Portal](#)

## Question 6

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**Question Type:** MultipleChoice

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Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note: There are 2 correct answers to this question.

### Options:

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- A- Check the Export Automated Process Logs from Command Center.
- B- Check that each user has a unique email address.
- C- Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- D- Check the Export Jobs to CSV log from Command Center.

### Answer:

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A, B

### Explanation:

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Recruiter Sync is a process that synchronizes the user data from SAP SuccessFactors Recruiting Management to Career Site Builder. If users do not appear in Career Site Builder after running Recruiter Sync, you can troubleshoot this issue by checking the following:

Check the Export Automated Process Logs from Command Center. This will show you the status and details of the Recruiter Sync process, such as the start time, end time, number of records processed, and any errors or warnings. You can also download the log file for further analysis.

Check that each user has a unique email address. This is a requirement for Recruiter Sync to work properly. If there are duplicate email addresses in the user data, the process will fail and the users will not be synced to Career Site Builder. You can use the User Data File report from Command Center to identify and resolve any duplicate email addresses. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 1: Candidate Experience Overview and Project Kickoff, Lesson: Recruiter Sync, Slide 5-6.

## Question 7

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**Question Type:** MultipleChoice

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Implement Advanced Analytics

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

### Options:

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- 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 can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.

**D-** Users must be set up for Recruiter SSO.

**Answer:**

---

B, C

**Explanation:**

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Option B is correct because Advanced Analytics user permissions are configured in Command Center, which is the administration tool for SAP SuccessFactors Recruiting Marketing. In Command Center, you can assign users to different roles and grant them access to view and use the Advanced Analytics reports<sup>1</sup>.

Option C is correct because users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details. The high-level report shows the overall performance of the career site and the sources, while the drill to details feature allows users to see the individual candidate records and actions<sup>1</sup>.

Option A is incorrect because Advanced Analytics user permissions can be configured before or after the Career Site Builder site is live. However, it is recommended to configure the user permissions before the site is live, so that the users can access the reports as soon as the data is available<sup>1</sup>.

Option D is incorrect because users do not need to be set up for Recruiter SSO to access Advanced Analytics. Recruiter SSO is a feature that allows recruiters to log in to the Recruiting Management system using their Recruiting Marketing credentials. This feature is optional and does not affect the user permissions for Advanced Analytics<sup>2</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: Setting Admin User Permissions | SAP Help Portal](#)

[4: Recruiter SSO | SAP Help Portal](#)

## Question 8

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**Question Type:** MultipleChoice

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Which of the following is NOT one of the five standard statuses that are displayed in Advanced Analytics?

### Options:

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- A- Apply Complete
- B- Interviewed
- C- Forwarded
- D- Offer Made

### Answer:

---

C

### **Explanation:**

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Advanced Analytics is a reporting tool that allows you to measure and optimize the candidate experience on your Career Site Builder (CSB) site. It tracks the candidates' behavior and actions on the site, such as page views, searches, applications, and referrals. It also tracks the candidates' progress through the application process, using five standard statuses: Apply Start, Apply Complete, Interviewed, Offer Made, and Hired. These statuses are based on the status configuration in SAP SuccessFactors Recruiting Management. Forwarded is not one of the standard statuses in Advanced Analytics, as it is not a relevant indicator of the candidate experience.

[SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 7: Implement Advanced Analytics, Lesson: Overview of Advanced Analytics](#)

[SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Implement Advanced Analytics <= 10%](#)

## **Question 9**

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**Question Type:** MultipleChoice

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Configure Locales

Under which conditions will you enable Limit Search by Locale under Global Search options in Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

### Options:

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- A- The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that.
- B- The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale.
- C- The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site.
- D- The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site.

### Answer:

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B, D

### Explanation:

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You will enable Limit Search by Locale under Global Search options in Career Site Builder (CSB) under the following conditions:

The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale. This will ensure that the candidates see the job requisitions in their preferred language and can apply more easily<sup>1</sup>.

The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site. This will provide a more personalized and relevant experience for the candidates and filter out the jobs that are not applicable for their region<sup>2</sup>.



The other options are not valid conditions for enabling Limit Search by Locale in CSB:

The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that. This is not true, as Limit Search by Locale is an optional feature that can be enabled or disabled for each locale. The customer can host multiple locales on their CSB site without using this feature<sup>3</sup>.

The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site. This is not possible, as job alerts are based on the candidate's profile settings and not on the CSB site settings. The candidate can choose the language and location preferences for the job alerts in their profile<sup>4</sup>.

## Question 10

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**Question Type:** MultipleChoice

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

### Options:

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- A-** Until CSB Role Based Permission is enabled, NO users can access CSB.
- B-** Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.
- C-** Only one CSB role can be assigned per user, so additional roles may need to be created to satisfy your customer's permission

requirements.

**D-** Site setup settings are located within CSB and should only be accessed by trained administrators.

### **Answer:**

---

B, D

### **Explanation:**

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It is important to set up CSB Role Based Permission from CSB > Users > Roles because:

Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool. This means that any user who can log in to CSB can perform any action, such as creating, editing, deleting, publishing, or syncing pages, components, settings, or translations. This could pose a risk of unauthorized or accidental changes, errors, or conflicts in the site configuration and content. Therefore, it is recommended to enable CSB Role Based Permission and assign different roles to different users based on their responsibilities and tasks.

Site setup settings are located within CSB and should only be accessed by trained administrators. These settings include the site name, site ID, site URL, site language, site theme, site layout, site logo, site favicon, site integrations, site analytics, and site SEO. These settings are critical for the functionality, performance, and appearance of the site, and should not be modified by untrained or inexperienced users. Therefore, it is recommended to set up CSB Role Based Permission and restrict the access to these settings to only the administrators who are responsible for the site setup and maintenance.

The other two options are incorrect because:

Until CSB Role Based Permission is enabled, NO users can access CSB. This is not true, as users can still access CSB if they have the permission to access the Career Site Builder tool in the Provisioning system. However, they will have all permissions in the tool, which is not desirable for the reasons explained above.

Only one CSB role can be assigned per user, so additional roles may need to be created to satisfy your customer's permission requirements. This is not true, as users can have multiple CSB roles assigned to them, as long as the roles do not conflict with each other. For example, a user can have both the Content Editor and the Translator role, which allows them to edit and translate the site content. However, a user cannot have both the Administrator and the Content Editor role, as the Administrator role already includes the Content Editor role.

[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 1: Candidate Experience Overview and Project Kickoff]

[THR84 - Unit 2: Site Setup]

## Question 11

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**Question Type:** MultipleChoice

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## Site Setup

In Command Center, which of the following filters are available when you search for a site? Note: There are 3 correct answers to this question.

### Options:

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- A- Single Sign-On Security Key
- B- Manage API Credentials
- C- Career Site URL
- D- Recruiting Management Data Center
- E- Recruiting Management Company ID

### Answer:

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C, D, E

### Explanation:

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In Command Center, the following filters are available when you search for a site:

[Career Site URL](#): This filter allows you to search for a site by its URL, which is the web address that candidates use to access the site<sup>1</sup>.

Recruiting Management Data Center: This filter allows you to search for a site by its data center, which is the physical location where the site's data is stored and processed<sup>2</sup>.

Recruiting Management Company ID: This filter allows you to search for a site by its company ID, which is the unique identifier that SAP assigns to each customer instance<sup>3</sup>.

The other options are not valid filters for searching for a site in Command Center:

Single Sign-On Security Key: This is not a filter, but a setting that enables single sign-on (SSO) for a site, which is a feature that allows candidates to log in to the site using their existing credentials from another system<sup>4</sup>.

Manage API Credentials: This is not a filter, but a setting that allows you to manage the API credentials for a site, which are the keys that enable the site to communicate with external systems using application programming interfaces (APIs).

## Question 12

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**Question Type:** MultipleChoice

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

## Options:

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- A- Content and category pages
- B- Data capture forms and locales
- C- Site kits and JavaScript
- D- Colors and images

## Answer:

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A, D

## Explanation:

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For sites with multiple brands, you can configure different content and category pages, and colors and images, to differentiate them on a Career Site Builder site. Content and category pages are pages that display custom content or job requisitions based on predefined criteria. You can create different content and category pages for each brand, and assign them to different domains or subdomains, to showcase the unique value proposition and opportunities of each brand. Colors and images are visual elements that affect the look and feel of your career site. You can customize the colors and images for each brand, and apply them to different themes or styles, to create a consistent and distinctive brand identity.

Data capture forms and locales are not elements that you can configure to differentiate brands on a Career Site Builder site. Data capture forms are forms that collect candidate information, such as name, email, resume, or consent. You can create different data capture forms for different purposes, such as applying for a job, joining a talent community, or registering for an event, but not for different brands. Locales are settings that determine the language, currency, date format, and other regional preferences of your career

site. You can configure different locales for different countries or regions, but not for different brands.Reference:

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

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

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

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