Free Questions for C_THR84_2311 by certsinside

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Question 1

What must you consider when using custom fonts in Career Site Builder (CSB)?

Options:

A- Ensure that the font is uploaded in a ZIP file.

B- Once a custom font is uploaded, the fonts of existing components are replaced.

C- Remember that only one custom font can be uploaded in CSB.

D- Ensure that the customer owns the font license.

Answer:

D

Explanation:

When using custom fonts in Career Site Builder, you must ensure that the customer has the legal right to use the font on their career site. This means that the customer must own the font license or have permission from the font owner. Uploading a custom font without a license may result in legal issues or penalties for the customer. Therefore, it is important to verify the font license before uploading it in

Question 2

Question Type: MultipleChoice

What should you consider regarding mapping candidate statuses for Advanced Analytics?Note: There are 2 correct answers to this question.

Options:

A- Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.

B- After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.

C- With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.

D- Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.

Answer:

C, D

Explanation:

According to the SAP Help Portal1, you should consider the following regarding mapping candidate statuses for Advanced Analytics:

Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does need to be mapped. This is because all statuses must be mapped to one of the five standard statuses in Advanced Analytics: Apply Completed, Qualified, Interviewed, Offer Made, or Hired.If you have multiple not hired statuses, you can map them to ATS Capture, which is a hidden status that does not appear in the reports1.

After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session. This is because the status mappings are not pushed to the Advanced Analytics database until you log out of Command Center or close the browser.If you need to make any changes after logging out, you must contact SAP Customer Support to request a data purge and re-sync1.

With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail. This is because the OData integration requires that all statuses are mapped to ensure data consistency and accuracy. The exceptions are when you have a new status that has not been used by any candidates yet, or when you have a status that is not used by any active job requisitions.In these cases, the sync will not fail, but you will receive a warning message and you should map the status as soon as possible1.

Status mappings can be completed even when there is no candidate data associated with each status on the Talent Pipeline. This is because the status mappings are based on the status names and not on the candidate data.You can map any status that exists in your Recruiting Management system, regardless of whether it has been used by any candidates or not1.

Question 3

What are some leading practices to format job requisitions so that the job description will render correctly in the Career Site Builder site?Note: There are 2 correct answers to this question.

Options:

A- Use simple tags such as <li> or <b> in job descriptions.

B- Use advanced tags such as

or <span> in job descriptions.

C- Use Notepad or another plain text editor to copy and paste job descriptions.

D- Use Microsoft Word or Excel to copy and paste job descriptions.

Answer:

A, C

Explanation:

To format job requisitions so that the job description will render correctly in the Career Site Builder site, you should follow these leading practices:

Use simple tags such as <li> or <b> in job descriptions. These tags are supported by Career Site Builder and can help you create bullet points, bold text, and other basic formatting options. Avoid using advanced tags such as

or <span> in job descriptions, as they may cause issues with the layout and styling of the site.
Use Notepad or another plain text editor to copy and paste job descriptions. This will help you avoid any hidden formatting or characters that may come from other sources, such as Microsoft Word or Excel. These sources may introduce unwanted elements or styles that may interfere with the rendering of the job description in the Career Site Builder site.Reference:SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Job Delivery, Slide 9.

Question 4

Question Type: MultipleChoice

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

Options:

A- Consultant submits a request through the SAP Support Portal

B- Functional consultant or customer

C- Professional Services

D- Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal

Answer:

C

Explanation:

After the Career Site Builder site has been moved to production, the consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal to deliver the sitemap links to Google and Bing. The sitemap links are XML files that contain the URLs of all the pages on the site, which help the search engines to crawl and index the site. The consultant needs to provide the following information in the request: the site ID, the site URL, the site language, and the site owner's email address. The SAP SuccessFactors HXM Cloud Operations team will then generate the sitemap links and submit them to Google and Bing on behalf of the consultant.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Sitemap Links

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Move to Production <= 10%

Question 5

Which of these Recruiting features use generic objects?Note: There are 2 correct answers to this question.

Options:

A- Marketing brands

B- Talent pool status sets

C- Recruiting teams

D- Activity tracking

Answer:

A, B

Explanation:

Marketing brands and talent pool status sets are two of the Recruiting features that use generic objects. Generic objects are custom objects that can be created and configured in the Metadata Framework (MDF) to extend the functionality and the

flexibility of the SAP SuccessFactors solutions. Generic objects can have their own fields, associations, rules, validations, and UI configurations. Some of the benefits of using generic objects are:

They can be easily created and maintained by the administrators without coding or provisioning.

They can be integrated with other SAP SuccessFactors modules and features, such as Role-Based Permissions, Reporting, and Intelligent Services.

They can be updated and deployed without affecting the system performance or availability.

Marketing brands and talent pool status sets are examples of generic objects that are used in the Recruiting module to enhance the candidate experience and the recruiter efficiency. Marketing brands are generic objects that define the branding and the messaging of the customer's organization to attract and engage the candidates. Marketing brands can have different attributes, such as the brand name, the brand logo, the brand description, the brand color, the brand font, and the brand email signature. Marketing brands can be associated with other generic objects, such as job requisitions, email campaigns, and landing pages, to create a consistent and personalized candidate experience. Talent pool status sets are generic objects that define the stages and the actions of the candidate relationship management (CRM) process. Talent pool status sets can have different attributes, such as the status set name, the status set description, the status set type, and the status set values. Talent pool status sets can be associated with other generic objects, such as talent pools, talent pool candidates, and email templates, to manage and track the candidate pipeline and the communication.

The other two options are incorrect because:

Recruiting teams are not generic objects, but rather standard objects that are predefined and configured in the Recruiting Management system. Recruiting teams are objects that define the roles and the responsibilities of the users who are involved in

the recruiting process, such as the hiring manager, the recruiter, the interviewer, and the coordinator. Recruiting teams can be associated with other standard objects, such as job requisitions, job applications, and offer approvals, to assign and control the access and the actions of the users.

Activity tracking is not a generic object, but rather a standard feature that is enabled and configured in the Provisioning system. Activity tracking is a feature that records and displays the activities and the interactions of the candidates and the recruiters throughout the recruiting process, such as the candidate views, the candidate applies, the recruiter emails, and the recruiter notes. Activity tracking can be integrated with other standard features, such as Reporting, Intelligent Services, and Email Notifications, to analyze and improve the candidate experience and the recruiter efficiency.

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 3: Candidate Relationship Management]

[THR84 - Unit 4: Career Site Builder Global Settings and Global Styles]

Question 6

Question Type: MultipleChoice

What are some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers?Note: There are 2 correct answers to this question.

Options:

A- Automated XML feeds

B- Automated OData feeds

C- Recruiting Posting

D- Job scrapes

Answer:

A, C

Explanation:

Some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers are:

Automated XML feeds: This is a method of sending job data from SAP SuccessFactors Recruiting to external job boards or aggregators in a standardized format. XML feeds can be configured to run on a scheduled basis, and can include filters and parameters to control the data that is sent. XML feeds can improve the accuracy, timeliness, and reach of your job postings, and

can also enable tracking and reporting of the source of candidates.

Recruiting Posting: This is a feature of SAP SuccessFactors Recruiting that allows you to post jobs to multiple job boards or aggregators with a single click. Recruiting Posting can be accessed from the Job Requisition page, where you can select the channels, countries, and languages for your job postings. Recruiting Posting can save you time and money, and can also provide analytics and insights on the performance of your job postings.

Automated OData feeds and job scrapes are not leading practices to distribute jobs for SAP SuccessFactors Recruiting customers. OData feeds are used to extract data from SAP SuccessFactors Recruiting for reporting or integration purposes, but they are not designed to send job data to external sites. Job scrapes are methods of extracting job data from your career site by external job boards or aggregators, but they are not reliable, secure, or consistent, and they may not capture all the relevant data or reflect the latest changes.Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

HR840 - SAP SuccessFactors Recruiting: Recruiter Experience Administration

Question 7

Question Type: **MultipleChoice**

What are some leading practices regarding text on websites?Note: There are 3 correct answers to this question.

Options:

A- Use high contrast text, for example, black text on a white background.

B- Use half the word count or less than conventional writing.

C- Avoid using bulleted or numbered lists.

D- Break up lengthy content and separate with headings.

E- Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Answer:

A, B, D

Explanation:

Text on websites is an important element of the candidate experience, as it conveys information, instructions, and messages to the visitors. Some leading practices regarding text on websites are:

Use high contrast text, for example, black text on a white background: High contrast text improves readability and accessibility, as it makes the text stand out from the background and reduces eye strain. High contrast text also helps people with visual impairments or color blindness to perceive the text better.You can use the Color Contrast Analyzer tool1to check the contrast ratio of your text and background colors.

Use half the word count or less than conventional writing: Web users tend to scan rather than read text, so it is important to use concise and clear language that conveys the main points quickly and effectively.You can use the Hemingway Editor tool2to check the readability and simplicity of your text and eliminate unnecessary words, passive voice, or complex sentences.

Break up lengthy content and separate with headings: Long blocks of text can be overwhelming and boring for web users, so it is advisable to break up the content into smaller chunks and use headings to organize and label them. Headings help web users to navigate and find the information they need, and also improve the SEO (search engine optimization) of your site.You can use the HTML Heading Structure tool3to check the hierarchy and consistency of your headings.

Avoid using bulleted or numbered lists: This is not a correct answer, because bulleted or numbered lists are useful for presenting multiple items or steps in a concise and structured way. Lists help web users to scan and comprehend the information easily, and also add visual variety to the text. However, you should avoid using too many or too long lists, as they can lose their impact and clarity.You can use the List-o-matic tool4to generate HTML code for your lists.

Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial): This is not a correct answer, because the choice of font depends on the purpose, audience, and style of your site. Serif fonts have small strokes or lines at the end of the letters, while sans-serif fonts do not. Serif fonts are usually considered more traditional, formal, and elegant, while sans-serif fonts are more modern, casual, and simple. However, there is no definitive rule on which font is better for web text, as both have their advantages and disadvantages. You can use the Font Squirrel tool to find and download free web fonts for your site.Reference:

Question 8

You have created a data capture form. What are some options when adding the form to a Landing page?Note: There are 3 correct answers to this question.

Options:

A- You can configure a specific job alert associated with candidates who submit the form.

B- You can customize the instructions to complete the form.

C- You can configure the options when a candidate already has a candidate profile.

D- You can modify the messages displayed after the candidate submits the form.

E- You can add or remove fields on the data capture form.

Answer:

A, B, D

Explanation:

You can create a data capture form to collect information from candidates who visit your career site. You can use the form to build your talent pool, segment your candidates, and send them personalized communications. When you add the form to a Landing page, you have some options to customize the form and its behavior. Some of these options are:

You can configure a specific job alert associated with candidates who submit the form.This allows you to send relevant job notifications to the candidates based on their preferences and qualifications1.

You can customize the instructions to complete the form.This allows you to provide clear and concise guidance to the candidates on how to fill out the form and what information is required2.

You can modify the messages displayed after the candidate submits the form.This allows you to thank the candidates for their interest, confirm their submission, and provide any additional information or next steps3.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Candidate Relationship Management, Lesson: Creating Data Capture Forms, Slide 11

SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 5: Candidate Relationship Management, Lesson: Creating Data Capture Forms, Slide 12

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Candidate Relationship Management 11% - 20%