



Free Questions for C_THR84_2405 by dumpssheet

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Question 1

Question Type: MultipleChoice

Which of the following are prerequisites for enabling Candidate Relationship Management?

Options:

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

Answer:

D

Question 2

Question Type: MultipleChoice

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

Options:

- A-** To complete candidate profile extension fields the recruiter includes the candidate in an email campaign with a link to the data capture form.
- B-** To complete standard fields on the candidate profile the candidate logs into their candidate profile completes the remaining fields.
- C-** To complete any missing fields the recruiter generates a code for the candidate to use when attempting to update the data capture form.
- D-** Existing candidates are NOT able to complete new fields on a data capture form.

Answer:

A, B

Question 3

Question Type: MultipleChoice

You have enabled Candidate Relationship Management created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

Options:

- A- When sending an email associated with a Recruiting email trigger
- B- When sending an email from the Candidate Search page
- C- When sending an email associated with an applicant status
- D- When sending an email from the Applicant Workbench

Answer:

B, D

Question 4

Question Type: MultipleChoice

Job Data Leading Practices

What are some leading practices when creating job descriptions in the requisition?

Options:

- A- Add an image to the job description to attract more attention.
- B- Place the most unique information about the job at the top of the job description.
- C- Do NOT include bullets in job descriptions as they will not display in the career site.
- D- Include information in the job description such as company information and benefits.

Answer:

B, D

Explanation:

When creating job descriptions in the requisition, it is important to follow some leading practices to ensure that the job descriptions are clear, concise, and compelling. According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course, some of the leading practices are:

Place the most unique information about the job at the top of the job description: This practice helps to capture the attention of the candidates and highlight the main selling points of the job. The most unique information could include the job title, location, summary, or key responsibilities.

Include information in the job description such as company information and benefits: This practice helps to showcase the employer brand and value proposition, and to motivate the candidates to apply for the job. The company information and benefits could include the

company culture, vision, mission, values, awards, or recognition.

The following practices are not recommended:

Add an image to the job description to attract more attention: This practice may not be effective, as the image may not display properly on the career site or on external job boards. Moreover, the image may distract the candidates from the actual content of the job description, or may not be relevant to the job.

Do NOT include bullets in job descriptions as they will not display in the career site: This practice is incorrect, as bullets can be used in job descriptions and they will display in the career site. Bullets can help to organize the information in the job description and make it easier to read and scan.

[SAP SuccessFactors Recruiting: Candidate Experience Administration](#): This course covers the configuration and administration of the candidate experience features, such as Career Site Builder, Candidate Relationship Management, and Advanced Analytics. It also provides best practices and tips for creating job descriptions in the requisition.

Question 5

Question Type: MultipleChoice

Job Delivery

As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page.

Which URL contains the correct tracking links for this scenario?

Options:

- A- [https://jobs.company.com/go/Sales- AJobs/597140/?utm_source=sales2023&utm_campaign=youtube](https://jobs.company.com/go/Sales-AJobs/597140/?utm_source=sales2023&utm_campaign=youtube)
- B- https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023
- C- https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- D- https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube?utm_campaign=sales2023

Answer:

B

Explanation:

The correct URL for the scenario is:

https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

This URL contains the correct tracking links for the following reasons:

The `utm_source` parameter specifies the source of the traffic, which is youtube in this case1.

The `utm_campaign` parameter specifies the name of the campaign, which is sales2023 in this case1.

The utm_source and utm_campaign parameters are separated by an ampersand (&) and preceded by a question mark (?) after the main URL1.

The other options are incorrect for the following reasons:

Option A: The utm_source and utm_campaign parameters are reversed, which will result in inaccurate tracking of the traffic source and campaign name1.

Option C: The utm_source and utm_campaign parameters are preceded by an ampersand (&) instead of a question mark (?), which will cause an error in the URL syntax1.

Option D: The utm_source and utm_campaign parameters are separated by a question mark (?) instead of an ampersand (&), which will cause an error in the URL syntax1.

Question 6

Question Type: MultipleChoice

Career Site Builder Pages and Components

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally.

The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

Options:

- A- Content page
- B- Map page
- C- Category page
- D- Landing page

Answer:

A

Explanation:

A content page is a type of page that can be created and edited in Career Site Builder, and it is used to display static or dynamic content, such as text, images, videos, or forms. A content page can be linked to other pages or external sites, and it can be customized with different styles, components, and layouts. Some customers may choose to host some of their content pages externally, and link them with their CSB site, for various reasons, such as:

They have existing content pages on their corporate website or intranet that they want to reuse or integrate with their CSB site, without duplicating or migrating them.

They have complex or interactive content pages that require advanced coding or functionality that is not supported by CSB, such as animations, games, quizzes, or surveys.

They have content pages that need to comply with specific legal or security requirements that are not met by CSB, such as data privacy, encryption, or authentication.

Some examples of content pages that are often hosted externally and linked with CSB sites are:

About Us: This page provides information about the company's history, vision, mission, values, and culture. It may also include testimonials, awards, or achievements of the company or its employees.

Diversity and Inclusion: This page showcases the company's commitment and efforts to foster a diverse and inclusive workplace, and to support various groups and initiatives, such as women, veterans, LGBTQ+, or sustainability.

Benefits: This page details the benefits and perks that the company offers to its employees, such as health insurance, retirement plan, wellness program, or employee discounts.

Learning and Development: This page highlights the learning and development opportunities and resources that the company provides to its employees, such as training courses, certifications, mentoring, or career coaching.

Events: This page lists the upcoming events that the company is hosting or participating in, such as webinars, career fairs, or networking sessions. It may also allow candidates to register or RSVP for the events. Reference

<https://training.sap.com/course/hr832-sap-successfactors-recruiting-candidate-experience-administration-classroom-094-g-en/>

<https://learning.sap.com/learning-journeys/configure-sap-successfactors-recruiting-recruiter-experience>

Question 7

Question Type: MultipleChoice

Move to Production

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production?

Note: There are 3 correct answers to this question.

Options:

- A-** The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- B-** Email layouts have NOT been configured in the CSB stage environment.
- C-** The SSL certificate has NOT yet been created.
- D-** You exported Site Settings from stage but did NOT update values in the XML file.
- E-** SAP SuccessFactors has released code to preview, but NOT yet to production.

Answer:

A, C, E

Explanation:

Moving the Career Site Builder (CSB) site from stage to production is the final step of the implementation process. It allows you to publish your site to the live environment and make it accessible to the candidates. However, there are some conditions that will prevent you from moving the CSB site from stage to production. Some of these conditions are:

The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production. Real Time Job Sync is a feature that synchronizes the job data between the Recruiting Management and the CSB modules. You need to configure it in both the stage and the production environments to ensure that the job data is consistent and up-to-date on your site¹.

The SSL certificate has NOT yet been created. SSL is a protocol that encrypts the personal data used in the recruiting process. You need to create and install an SSL certificate for your site to ensure that the data transmission between the candidate's browser and the site is secure and protected².

SAP SuccessFactors has released code to preview, but NOT yet to production. SAP SuccessFactors releases code updates to the preview and the production environments at different times. You need to wait until the code is released to the production environment before you can move the CSB site from stage to production. This ensures that the site functionality and performance are not affected by the code changes³.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Moving to Production, Slide 7

SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 6: Move to Production, Lesson: Moving to Production, Slide 8

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Move to Production <= 10%

Question 8

Question Type: MultipleChoice

Career Site Design and Accessibility

Which are some leading practices when using a link on a career site?Note: There are 3 correct answers to this question.

Options:

- A- Populate the title text for each link.
- B- Include multiple links to the customer's corporate site.
- C- If blue text is used on the site, ensure that it's always used to represent links.
- D- All external links from the career site should open in the same browser window.
- E- When a user clicks on the link, immediately display what the user expects to see.

Answer:

A, C, E

Explanation:

Some leading practices when using a link on a career site are:

Populate the title text for each link. This will provide additional information about the link when the user hovers over it, and also improve the accessibility for screen readers and search engines¹.

If blue text is used on the site, ensure that it's always used to represent links. This will create a consistent visual cue for the users to identify the links and avoid confusion².

When a user clicks on the link, immediately display what the user expects to see. This will enhance the user experience and satisfaction by reducing the loading time and providing relevant content³.

The other options are not leading practices when using a link on a career site:

Include multiple links to the customer's corporate site. This will distract the user from the main purpose of the career site, which is to apply for jobs, and also create a cluttered and confusing layout⁴.

All external links from the career site should open in the same browser window. This will interrupt the user's browsing flow and make it harder for them to return to the career site. It is better to open external links in a new browser tab or window⁵.

Question 9

Question Type: MultipleChoice

What are some options when sending an email campaign?Note: There are 2 correct answers to this question.

Options:

- A-** Up to 5 million candidates can be added to an email campaign.
- B-** An email campaign can be sent multiple times.
- C-** A test email can be sent.
- D-** Email campaigns can be configured to be sent at a later time.

Answer:

B, C

Explanation:

When sending an email campaign, you have the following options:

An email campaign can be sent multiple times. You can use the same email campaign template and content to send to different groups of candidates or at different times. You can also edit the email campaign before sending it again, if needed.

A test email can be sent. You can send a test email to yourself or to a colleague to preview how the email campaign will look and function. This can help you check the formatting, layout, links, and personalization of the email campaign before sending it to the actual candidates. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Candidate Relationship Management, Lesson: Email Campaigns, Slide 10-11.

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