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Question 1

Question Type: MultipleChoice

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed?Note: There are 2 correct answers to this question.

Options:

- A- All of the customer's jobs are included in a standard XML Feed.
- B- Customers need to renew XML job feeds annually.
- C- One standard XML feed is included in the statement of work for a standard recruiting implementation.
- D- The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.

Answer:

C, D

Explanation:

A standard XML feed is a predefined format of job data that can be used to distribute jobs to external job boards or aggregators. The following are associated with a standard XML feed:

One standard XML feed is included in the statement of work for a standard recruiting implementation. This means that the customer can request one standard XML feed as part of the implementation project, without any additional cost or effort. The standard XML feed will include the default fields and attributes that are supported by Career Site Builder.

The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center. This means that the customer can configure the frequency and timing of the XML feed delivery, and use the FTP Scheduler tool to automate the process of sending the XML feed file to the destination server. This ensures that the job data is updated regularly and consistently across the external sources. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Job Delivery, Slide 13-14.

Question 2

Question Type: MultipleChoice

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

Options:

- A-** Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- B-** Enable the About Us link in the header that is provided with all CSB sites.
- C-** Create category type links in the header under About Us that link to the three internal pages.
- D-** Create content type links in the header under About Us that link to the three internal pages.
- E-** Create a list type link in the header named About Us.

Answer:

A, C, E

Explanation:

To configure the About Us links in the header, you need to do the following:

Create a list type link in the header named About Us. This will create a drop-down menu that can contain multiple links under the About Us label.

Create category type links in the header under About Us that link to the three internal pages. These pages are created using the Page Builder tool in CSB, and they can contain various components and content related to the customer's organization, such as mission, vision, values, culture, etc.

Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site. This will allow the candidates to access more information about the customer's company from their main website.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Career Site Builder Pages and Components, Lesson: Header and Footer

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Career Site Builder Pages and Components <= 10%

Question 3

Question Type: MultipleChoice

What are some leading practices when creating a color palette for the Career Site Builder site?Note: There are 3 correct answers to this question.

Options:

- A- Add colors for all brands that will be needed for a multi-branded site.
- B- Create colors using the color picker grid or by typing in the RGB or hex code.
- C- Use the opacity slide to lighten a color in your palette instead of creating a new color.
- D- Archive colors that are only used in the header and footer.

E- Enter a label for each color in your customer's color palette.

Answer:

B, C, E

Explanation:

Option B is correct because you can create colors for your Career Site Builder site using the color picker grid or by typing in the RGB or hex code. This gives you more flexibility and precision in choosing the colors that match your customer's branding and design¹.

Option C is correct because you can use the opacity slide to lighten a color in your palette instead of creating a new color. This helps you save space in your palette and avoid having too many similar colors¹.

Option D is incorrect because you should not archive colors that are only used in the header and footer. Archiving a color will remove it from your palette and from any components that use it. This can cause errors and inconsistencies in your site design¹.

Option E is correct because you should enter a label for each color in your customer's color palette. This helps you identify and organize the colors in your palette and makes it easier to apply them to the components in your site¹.

Option A is incorrect because you should not add colors for all brands that will be needed for a multi-branded site. You should create separate color palettes for each brand and assign them to the corresponding site settings. This allows you to manage the colors for each brand independently and avoid confusion and duplication¹.

¹: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

[2: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs](#)

[3: Career Site Builder Global Settings and Global Styles | SAP Help Portal](#)

Question 4

Question Type: MultipleChoice

In Admin Center -> Setup Recruiting Marketing Job Field Mapping, which of the following job requisition fields is often mapped to support writing Category Page rules?

Options:

- A- Product Service
- B- Hiring Manager
- C- Department (Category)
- D- Number of Openings

Answer:

D

Explanation:

The Department (Category) field is often mapped to support writing Category Page rules because it allows you to create dynamic pages based on the department of the job requisition. For example, you can create a page that displays all the jobs in the Marketing department, or a page that shows the department overview and culture. The other fields are not as useful for creating Category Pages, as they are either too specific (Product Service, Hiring Manager) or too general (Number of Openings). Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Job Data and Job Field Mapping, Lesson: Job Field Mapping, Slide 10.

Question 5

Question Type: MultipleChoice

Your customer has defined 10 categories. They require 2 languages and 2 brands on their career site, and want the same Category pages represented for all brands and languages. How many Category pages should be created?

Options:

A- 10

B- 20

C- 30

D- 40

Answer:

D

Explanation:

The number of Category pages that should be created for a career site with 10 categories, 2 languages, and 2 brands is 40. This is because each Category page needs to be created for each combination of language and brand, to ensure that the content and layout are consistent and appropriate for each audience. For example, if the categories are Accounting, Engineering, Marketing, Sales, IT, HR, Finance, Operations, Customer Service, and Legal, and the languages are English and French, and the brands are Brand A and Brand B, then the following Category pages need to be created:

Accounting - English - Brand A

Accounting - English - Brand B

Accounting - French - Brand A

Accounting - French - Brand B

Engineering - English - Brand A

Engineering - English - Brand B

Engineering - French - Brand A

Engineering - French - Brand B

Marketing - English - Brand A

Marketing - English - Brand B

Marketing - French - Brand A

Marketing - French - Brand B

Sales - English - Brand A

Sales - English - Brand B

Sales - French - Brand A

Sales - French - Brand B

IT - English - Brand A

IT - English - Brand B

IT - French - Brand A

IT - French - Brand B

HR - English - Brand A

HR - English - Brand B

HR - French - Brand A

HR - French - Brand B

Finance - English - Brand A

Finance - English - Brand B

Finance - French - Brand A

Finance - French - Brand B

Operations - English - Brand A

Operations - English - Brand B

Operations - French - Brand A

Operations - French - Brand B

Customer Service - English - Brand A

Customer Service - English - Brand B

Customer Service - French - Brand A

Customer Service - French - Brand B

Legal - English - Brand A

Legal - English - Brand B

Legal - French - Brand A

Legal - French - Brand B

Therefore, the total number of Category pages is $10 \times 2 \times 2 = 40$.Reference:

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

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

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

Question 6

Question Type: MultipleChoice

Implement Advanced Analytics

Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

Options:

- A- Provides a variety of options for generating graphics to display report results
- B- Provides insight into which sources are delivering high-quality candidates
- C- Allows customers to drill into recruiting data such as dates, brands, and job categories
- D- Allows customers to evaluate trends in source performance over time
- E- Allows customers to track direct and indirect recruiting costs for job postings

Answer:

A, B, D

Explanation:

Option B is correct because Advanced Analytics provides insight into which sources are delivering high-quality candidates. Advanced Analytics measures the source quality by calculating the conversion rates of candidates from different sources at each stage of the recruiting funnel, such as visits, applications, interviews, and hires. This helps customers to evaluate the effectiveness and return on investment of their sources and optimize their sourcing strategy¹.

Option C is correct because Advanced Analytics allows customers to drill into recruiting data such as dates, brands, and job categories. Advanced Analytics enables customers to filter and segment the data by various dimensions, such as date range, brand, locale, job category, job function, job level, and source. This allows customers to analyze the data in more detail and compare the performance of different segments¹.

Option D is correct because Advanced Analytics allows customers to evaluate trends in source performance over time. Advanced Analytics displays the data in graphical and tabular formats, such as line charts, bar charts, pie charts, and tables. These formats allow customers to visualize the changes and patterns in the data over time and identify the sources that are increasing or decreasing in quality and quantity¹.

Option A is incorrect because Advanced Analytics does not provide a variety of options for generating graphics to display report results. Advanced Analytics uses predefined graphics that are based on the best practices and standards for data visualization. Customers cannot customize or change the graphics in Advanced Analytics².

Option E is incorrect because Advanced Analytics does not allow customers to track direct and indirect recruiting costs for job postings. Advanced Analytics does not capture or calculate the costs associated with the sources or the job postings. Advanced Analytics focuses on the candidate behavior and outcomes, not on the financial aspects of recruiting².

1: [Advanced Analytics | SAP Help Portal](#)

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

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