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Q&A

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Exam : C_THR84_2411

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors
Recruiting: Candidate
Experience

Version : DEMO

1.Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- B. Enable your customer's Source Tracker options from Command Center.
- C. When setting up the Source Tracker for your customer, always enable all possible sources.
- D. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- E. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.

Answer: A B D

Explanation:

The Source Tracker functionality allows you to track the effectiveness of your sourcing channels and campaigns by generating unique tracking links for each job posting. These links can be used to manually post jobs on external sites, such as social media, job boards, or email campaigns. The tracking links capture the source of the candidates who apply through them, and enable reporting in Advanced Analytics for manually posted jobs. You can generate tracking links from Recruiting > Source Tracker > Campaign URL Builder, where you can select the job requisition, the source, and the campaign name. You can also enable your customer's Source Tracker options from Command Center, where you can configure the default source, the source expiration, and the source attribution. You can also edit the sources that are available to select from the Site Source Editor. You should not enable all possible sources, as this may cause confusion and inaccurate data. You should only enable the sources that are relevant and useful for your customer. If a source that the customer requests is not available to enable in the Site Source Editor, you can submit a support ticket to request that the source be created.

Reference: SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy [Reviewing the Candidate Experience in SAP SuccessFactors Recruiting]

2.Move to Production

When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Content pages, Category pages, Job Layouts, Career Site Builder Settings
- B. Site Settings, Career Site Builder Settings, Category pages, Translations
- C. Candidate Profile, Site Settings, Translations, Category pages
- D. Site Settings, Career Site Builder Settings, Content pages, Translations

Answer: B

Explanation:

Option B is correct because when moving a Career Site Builder site to production, you need to export four XML files: Site Settings, Career Site Builder Settings, Category pages, and Translations¹. These files contain the configuration and content of your site, such as the site name, URL, logo, theme, layout, language, categories, and pages¹.

Option A is incorrect because Content pages and Job Layouts are not required to export for the move to production. Content pages are automatically generated from the Category pages, and Job Layouts are part of the Career Site Builder Settings¹.

Option C is incorrect because Candidate Profile is not an XML file that can be exported from Career Site

Builder. Candidate Profile is a feature that allows candidates to create and manage their profiles on the career site.

Option D is incorrect because Content pages are not required to export for the move to production, as explained above.

Reference: 1: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs

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

3: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training

[4]: SAP SuccessFactors Recruiting | SAP Help Portal

3.Which of the following are characteristics of a multi-location job posting in Career Site Builder (CSB)?

Note: There are 3 correct answers to this question.

- A. The City, State, and Postal Code fields are NOT required on the job requisition template.
- B. The Google Map on the CSB site shows all locations where a job may be filled.
- C. The street address is displayed in the standard Location field in CSB.
- D. The standard Location Foundation Object field must be configured.
- E. The primary Location value does NOT need to be identified.

Answer: BDE

Explanation:

A multi-location job posting in CSB allows you to post a job that can be filled in more than one location.

To enable this feature, you need to do the following:

Configure the standard Location Foundation Object field on the job requisition template and make it multi-selectable. This field will store the list of locations where the job can be filled.

Enable the Google Map integration in CSB and configure the map settings. The Google Map on the CSB site will show all the locations where the job can be filled based on the values in the Location Foundation Object field.

Configure the standard Location field in CSB to display the primary location value only. The primary location value is the first value in the Location Foundation Object field. The street address is not displayed in this field.

Optionally, you can also configure a custom field to display the full list of locations where the job can be filled.

Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson:

Multi-Location Job Posting

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023,

Topic Area: Job Delivery <= 10%

4.Which elements need to be checked after a Career Site Builder site is moved from stage to production?

- A. Site kit selection
- B. Map settings
- C. External redirects open in the same browser tab
- D. Site URLs

Answer: D

Explanation:

After a Career Site Builder site is moved from stage to production, the site URLs need to be checked to ensure that they are pointing to the correct environment and domain. The site kit selection, map settings, and external redirects are not affected by the move to production and do not need to be checked.

Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Move to Production, Slide 8.

5.What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call?

Note: There are 2 correct answers to this question.

- A. Assist the customer to complete the Readiness Checklist.
- B. Review the statement of work (SOW).
- C. Develop the CSB project plan.
- D. Finish the CSB Configuration Workbook.

Answer: A B

Explanation:

According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course1, before the CSB kickoff call, the following actions are recommended:

Assist the customer to complete the Readiness Checklist. This checklist helps the customer to prepare for the CSB implementation by gathering the necessary information and assets, such as logos, images, videos, etc.

Review the statement of work (SOW). This document defines the scope, deliverables, timeline, and responsibilities of the CSB project. It is important to review the SOW to ensure that the customer's expectations and requirements are aligned with the project plan and budget.

Developing the CSB project plan and finishing the CSB Configuration Workbook are not recommended actions before the CSB kickoff call. These tasks are usually done after the kickoff call, as part of the CSB implementation process.

Reference: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, SAP SuccessFactors Recruiting: Candidate Experience Administration