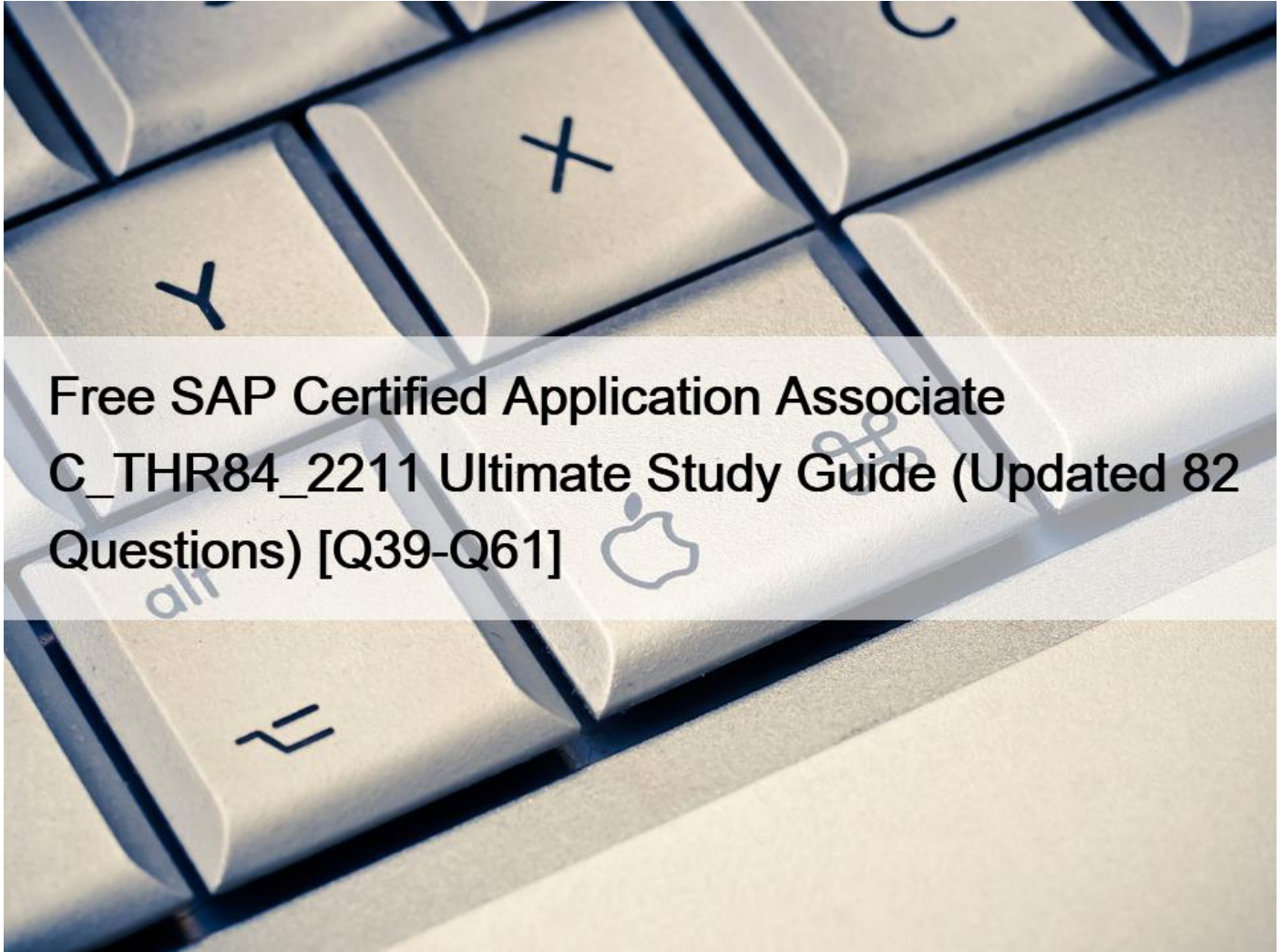


Free SAP Certified Application Associate C_THR84_2211 Ultimate Study Guide (Updated 82 Questions) [Q39-Q61]



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NO.39 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.

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

NO.40 How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site?



Note: There are 3 correct answers to this question.

- * System text translations can be changed from Career Site Builder > Tools > Translations.
- * System text translations are only possible for the site's default language.
- * System text translations are made from Career Site Builder > Global Settings.
- * System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
- * System text is translated when the locale is enabled.

NO.41 When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- * The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
- * The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- * The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
- * API Key is from CSB > Settings > Site Configuration > Site Integrations.

NO.42 Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- * Careers Home
- * View All Jobs
- * Corporate Home
- * Top Job Searches

NO.43 Which of the following is NOT one of the five standard statuses that are displayed in Advanced Analytics?

- * Apply Complete
- * Interviewed
- * Forwarded
- * Offer Made

NO.44 What are some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers? Note:

There are 2 correct answers to this question.

- * Automated XML feeds
- * Automated OData feeds
- * Recruiting Posting
- * Job scrapes

NO.45 What are some leading practices regarding the timing of the Advanced Analytics implementation? Note:

There are 3 correct answers to this question.

- * Advanced Analytics can be implemented when the applicant status set is created.
- * Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live.

- * Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- * The steps to implement Advanced Analytics must be completed over two or more days.
- * The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

NO.46 What configurations are available so that your customer's Career Site Builder administrators are notified when their SSL certificate needs to be renewed?Note: There are 2 correct answers to this question.

- * Reminders are NOT necessary because Support extends SSL certificates without prompting.
- * From CSB > Settings > Data Privacy & Security Settings, enable the Content Security Policy for admins who are responsible for the SSL certificate.
- * From CSB > Users > Roles, provide permission for the Site Configuration menu to admins who are responsible for the SSL certificate.
- * From CSB > Users > Roles, select Enable SSL Notification for admins who are responsible for the SSL certificate.

NO.47 What are some considerations when defining user permissions for Advanced Analytics?Note: There are

2 correct answers to this question.

- * Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- * Advanced Analytics user permissions are configured in Command Center.
- * Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- * Users must be set up for Recruiter SSO.

NO.48 What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title:	Jobs at Best Run
Meta Keywords:	Sales, Engineering, Human Resources, Management Jobs
Meta Description:	Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more

Note: There are 2 correct answers to this question.

- * When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- * When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- * Populating the Meta Keywords field is much more important than using keywords in the page content.
- * Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.

NO.49 What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") so that a candidate receives email campaigns?Note: There are 3 correct answers to this question.

- * A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- * The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.
- * A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- * The candidate selects "Hear more about career opportunities" when creating an account.
- * An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.

NO.50 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.

- * Content and category pages
- * Data capture forms and locales
- * Site kits and JavaScript
- * Colors and images

NO.51 What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- * Enter the translations into the Translations menu in CSB.
- * Duplicate the page from the base locale and enter the translations on the duplicated pages.
- * Export the default language to an XML file, enter the translations, and import.
- * Create a new header and footer for each translated page.

NO.52 When you test the customer's Career Site Builder (CSB) site with an accessibility checker, two of the footer links display Redundant Title Text alerts. How can you correct this?



- * Replace the footer link with one that does NOT require a title tag.
- * Click the CODE link for suggestions to correct the issue.
- * Rename the link using different text for the Title and Text.
- * The Redundant Title Text issue CANNOT be corrected in the footer of CSB sites.

NO.53 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.

- * 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.
- * Enable the About Us link in the header that is provided with all CSB sites.
- * Create category type links in the header under About Us that link to the three internal pages.
- * Create content type links in the header under About Us that link to the three internal pages.
- * Create a list type link in the header named About Us.

NO.54 Based on leading practices, which of the following page types can contain job listings?

- * Category page
- * Landing page
- * Home page
- * Content page

NO.55 Your customer is planning to host a virtual job fair to connect with potential candidates who have experience in the medical industry. You create a Candidate Profile Extension field with an associated picklist. Where will you add this field so that candidates can complete it during the job fair even if they do NOT apply for a job?

- * Add the field to a data capture form.
- * Add the field to the Application template.
- * Add the field to the Candidate Profile template.
- * Add the field to the Create an Account page.

NO.56 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?

- * Product Service
- * Hiring Manager
- * Department (Category)
- * Number of Openings

NO.57 Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold, Store Size, and Location. What are the steps to achieve this use case? Note: There are 3 correct answers to this question.

- * Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- * When naming the talent pool, list all of the attributes and their values.
- * Edit the talent pool and select values for the additional attributes.
- * Ensure that the location foundation object is enabled and that all required locations have been created.
- * Create custom generic objects for Goods Sold and Store Size.

NO.58 When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note:

There are 2 correct answers to this question.

- * Invited to Apply
- * Auto Disqualified
- * Forwarded
- * Withdrawn by Candidate

NO.59 What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- * Use Google Translate to translate text for locales.
- * If the customer requires only one language and it is NOT en_US, you can change the default locale.
- * Follow the same layout for the localized pages as the default locale.
- * Create the Home page for the locale instead of duplicating it from the default locale.

NO.60 What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- * Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.
- * After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- * With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.
- * Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.

NO.61 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.

- * Single Sign-On Security Key
- * Manage API Credentials

- * Career Site URL
- * Recruiting Management Data Center
- * Recruiting Management Company ID

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