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**Exam** : **C\_THR84\_2405**

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

**Vendor** : SAP

**Version** : DEMO

**NO.1** Which of the following are features on the search component that allow picklist searches (Show More Options)? Note: There are 2 correct answers to this question.

- A.** The picklist search is automatically populated with all picklist values configured in Picklist Center.
- B.** The picklist search does NOT support the use of foundation/generic objects.
- C.** The picklist search gives customers access to 18 fields that they can add as search filters.
- D.** The picklist search is dynamically populated with values from the career site's active jobs.

**Answer:** C,D

Explanation:

The search component allows customers to configure picklist searches that can be used as filters by candidates. The picklist search is dynamically populated with values from the career site's active jobs, which means that only relevant values will be displayed. The picklist search gives customers access to 18 fields that they can add as search filters, such as job category, location, job level, etc. The picklist search does not support the use of foundation/generic objects, which means that customers cannot use custom fields or objects as filters. The picklist search is not automatically populated with all picklist values configured in Picklist Center, which means that customers have to map the picklist values to the corresponding fields in the job requisition template. Reference: Career Site Builder Pages and Components, Career Site Builder Global Settings and Global Styles, HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

**NO.2** Career Site Design and Accessibility

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A.** Ask people with disabilities to test the site.
- B.** Ask people in your IT department to test the site.
- C.** Use an online accessibility checker, such as WAVE, to test the site.
- D.** Review the site using assistive technology such as a screen reader like JAWS or NVDA.
- E.** Carefully review the site's code to look for issues with tagging and other elements.

**Answer:** A,C,D

Explanation:

Option A is correct because asking people with disabilities to test the site is a leading practice to ensure that the website is accessible. People with disabilities can provide valuable feedback and insights on how the site works for them, what barriers or challenges they face, and what improvements can be made to enhance their user experience<sup>1</sup>.

Option B is incorrect because asking people in your IT department to test the site is not a sufficient practice to ensure that the website is accessible. People in your IT department may not have the expertise or the perspective of people with disabilities, and they may not be able to identify or address all the accessibility issues that may arise on the site<sup>1</sup>.

Option C is correct because using an online accessibility checker, such as WAVE, to test the site is a leading practice to ensure that the website is accessible. An online accessibility checker is a tool that can automatically scan and evaluate the site for common accessibility errors, such as missing alt text, low contrast, broken links, and invalid code. It can also provide suggestions and recommendations on how to fix the errors and improve the site's accessibility<sup>2</sup>.

Option D is correct because reviewing the site using assistive technology such as a screen reader like JAWS or NVDA is a leading practice to ensure that the website is accessible. A screen reader is a software that converts text and images on the screen into speech or braille output for people who

are blind or have low vision. Reviewing the site using a screen reader can help you understand how the site is perceived and navigated by people who rely on this technology, and what issues or difficulties they may encounter on the site.

Option E is incorrect because carefully reviewing the site's code to look for issues with tagging and other elements is not a reliable practice to ensure that the website is accessible. While reviewing the site's code can help you check for some technical aspects of accessibility, such as semantic markup, headings, labels, and roles, it cannot guarantee that the site is accessible for all users and devices. Accessibility is not only about code, but also about design, content, functionality, and usability<sup>1</sup>.

Reference:

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

2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning

3: Web Accessibility Evaluation Tools List | W3C

4: WAVE Web Accessibility Evaluation Tool

[5]: Screen Readers | WebAIM

**NO.3** 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 3 correct answers to this question

**A.** From CSB > Users > Roles, provide permission for SSL Certificates.

**B.** From CSB > Users > Roles, provide permission for IDP Configuration:

**C.** From CSB > Users > Roles, provide permission for the Site Configuration menu.

**D.** From CSB > Settings > Data Privacy & Security Settings, enable the Content Security Policy.

**E.** From CSB > Users > Admin Users, select Enable SSL Notification.

**Answer:** A,C,E

Explanation:

To enable the SSL notification feature for Career Site Builder administrators, you need to do the following configurations:

From CSB > Users > Roles, provide permission for SSL Certificates. This allows the administrators to view and manage the SSL certificates for their sites.

From CSB > Users > Roles, provide permission for the Site Configuration menu. This allows the administrators to access the site settings, such as domain, language, and analytics.

From CSB > Users > Admin Users, select Enable SSL Notification. This allows the administrators to receive email notifications when their SSL certificates are about to expire or have expired. The other options are not related to the SSL notification feature. The IDP Configuration permission is for configuring the identity provider settings for single sign-on. The Content Security Policy setting is for defining the sources of content that are allowed to load on the site. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Site Setup, Lesson: SSL Certificates, Slide 4-5.

**NO.4** Configure Locales

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

**A.** Use Google Translate to translate text for locales.

**B.** If the customer requires only one language and it is NOT en\_US, you can change the default locale.

- C. Follow the same layout for the localized pages as the default locale.
- D. Create the Home page for the locale instead of duplicating it from the default locale.

**Answer:** B,C

Explanation:

Some leading practices to create locales in Career Site Builder are:

If the customer requires only one language and it is NOT en\_US, you can change the default locale. This will save you time and effort as you do not need to create a new locale and duplicate the pages and components. You can simply edit the default locale and change the language and other settings as needed<sup>1</sup>.

Follow the same layout for the localized pages as the default locale. This will ensure consistency and usability across different languages and regions. You can use the same page templates and components for the locales, and only change the text and images as required<sup>2</sup>.

The other options are not leading practices for creating locales in Career Site Builder:

Using Google Translate to translate text for locales is not recommended as it may result in inaccurate or inappropriate translations. You should use a professional translation service or a native speaker to ensure the quality and accuracy of the text<sup>3</sup>.

Creating the Home page for the locale instead of duplicating it from the default locale is not a leading practice as it will create extra work and maintenance. You can use the Duplicate Page feature to copy the Home page from the default locale and then edit the text and images as needed for the locale<sup>4</sup>.

**NO.5** You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Welcome/Thanks for Creating Account
- B. Career Site E-Mail Notification
- C. Recruiting Manual Candidate Creation Notification
- D. Data Capture Form Submitted - Welcome and Set Password Email

**Answer:** D

Explanation:

The trigger that you will enable for this purpose is Data Capture Form Submitted - Welcome and Set Password Email. This trigger is used to send an email to candidates who complete a data capture form on the career site, inviting them to create a password and access their candidate profile. This email can be customized using the Recruiting Email Notification template and the Recruiting email trigger settings. This email helps to engage candidates and encourage them to apply for jobs or join talent pools. Reference: Candidate Relationship Management, Other Career Site Setup, HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

**NO.6** 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?

- 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

**NO.7** Replacing the search grid in Career Site Builder with tiles achieves which of the following?

Note: There are 2 correct answers to this question.

- A.** It allows any of the mapped fields to be displayed on the tiles.
- B.** It allows users to tab through the search results.
- C.** It allows users to share jobs on social media more easily.
- D.** It allows any of the fields on the job requisition to be displayed on the tiles.

**Answer:** A,D

Explanation:

According to the SAP Help Portal<sup>1</sup>, replacing the search grid in Career Site Builder with tiles achieves the following benefits:

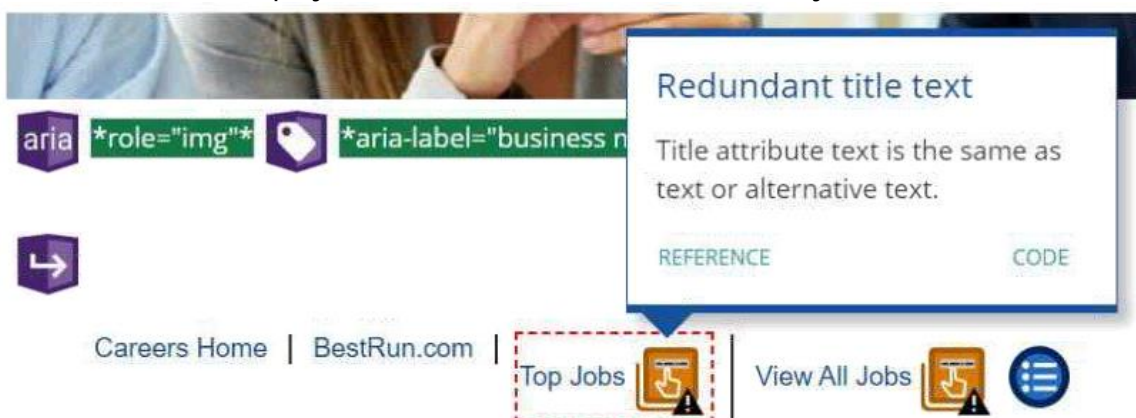
It allows any of the mapped fields to be displayed on the tiles. You can customize the tile layout and content by selecting the fields you want to show from the list of available fields in the Search Tiles tab in Appearance Styles Global Styles (Brand)<sup>1</sup>.

It allows any of the fields on the job requisition to be displayed on the tiles. You can also use the custom fields that you have created in the job requisition template as part of the tile content<sup>1</sup>.

It does not allow users to tab through the search results. This is a feature of the grid layout, which enables keyboard navigation through the search results<sup>2</sup>. For that reason, the tile layout is not recommended for accessibility purposes<sup>3</sup>.

It does not allow users to share jobs on social media more easily. This is a feature of the Job Details component, which enables users to share the job posting on various social media platforms. This component can be used in both grid and tile layouts. Reference: Search Tiles Settings in Career Site Builder Global Styles, Search-Related Settings in Career Site Builder, Configuring Search Grid Settings, [Job Details Component]

**NO.8** 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?



- A.** Replace the footer link with one that does NOT require a title tag.
- B.** Click the CODE link for suggestions to correct the issue.

- C. Rename the link using different text for the Title and Text.
- D. The Redundant Title Text issue CANNOT be corrected in the footer of CSB sites.

**Answer:** C

Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, when an accessibility checker identifies Redundant Title Text alerts, it indicates that the title attribute text is identical to the link or alternative text. This redundancy can be corrected by renaming the link using different texts for the Title and Text fields to ensure that they are not identical, enhancing website accessibility. Reference: SAP SuccessFactors Recruiting: Candidate Experience documents available at SAP Training)

### **NO.9** Candidate Relationship Management

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.

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

**Answer:** C,D,E

Explanation:

To achieve this use case, you need to do the following:

Create custom generic objects for Goods Sold and Store Size in the Metadata Framework (MDF).

These objects will store the values for the attributes of the stores. You also need to create associations between these objects and the standard Location Foundation Object.

Ensure that the location foundation object is enabled and that all required locations have been created in the Manage Data tool. You also need to assign values for Goods Sold and Store Size to each location.

Edit the talent pool and select values for the additional attributes. You can use the standard filter fields in SAP SuccessFactors HXM Suite to filter candidates by location, and then use the custom filter fields to filter candidates by Goods Sold and Store Size. You can also name the talent pool according to the attributes and their values.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Talent Pools SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%