

# SAP C\_THR84\_2411

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

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## Subjects

1. Candidate Relationship Management
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### Topic: 1

#### Candidate Relationship Management

#### Question: 1

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from an email campaign.
- B. Add from the Applicant Workbench.
- C. Auto-populate from a saved search.
- D. Add from a Candidate Search.
- E. Candidates can add themselves.

**Answer: B, C, D**

#### Candidate Relationship Management

#### Question: 2

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") on the candidate profile so that a candidate receives email campaigns?

Note: There are 3 correct answers to this question.

- A. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- B. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- C. The candidate selects "Hear more about career opportunities" when creating an account.

- D. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.
- E. An Initial Consent email campaign is sent if the candidate clicks the opt-in link the "Hear more about career opportunities" option is enabled.

**Answer: C, D, E**

#### **Candidate Relationship Management**

### **Question: 3**

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.

- 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**

#### **Candidate Relationship Management**

### **Question: 4**

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.

- 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**

#### **Candidate Relationship Management**

### **Question: 5**

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

- 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**

#### Candidate Relationship Management

### Question: 6

You have created a data capture form. What are some options when adding the form to a Landing page?  
Note: There are 3 correct answers to this question.

- A. You can modify the messages displayed after the candidate submits the form.
- B. You can configure a specific job alert associated with candidates who submit the form.
- C. You can configure the options when a candidate already has a candidate profile.
- D. You can customize the instructions to complete the form.
- E. You can update the text on the data privacy consent statement.

**Answer: C, D, E**

#### Candidate Relationship Management

### Question: 7

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. What are the steps to achieve this use case?  
Note: There are 2 correct answers to this question.

- A. When naming the talent pool list all of the attributes their values.
- B. Create custom generic objects for Goods Sold Store Size.
- C. Edit the talent pool select values for the additional attributes.
- D. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.

**Answer: B, C**

#### Candidate Relationship Management

### Question: 8

You have created a data capture form for your customer now are configuring the Recruiting Email Notification template Recruiting email trigger for candidates who complete the form.

Which trigger will you enable for this purpose?

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

**Answer: C**

#### **Candidate Relationship Management**

### **Question: 9**

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?

- A. Add the field to the Create an Account page.
- B. Add the field to the Candidate Profile template.
- C. Add the field to a data capture form.
- D. Add the field to the Application template.

**Answer: C**

#### **Candidate Relationship Management**

### **Question: 10**

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location.

What do you recommend?

Note: There are 2 correct answers to this question.

- A. Create a specific applicant status such as "Silver Medalist" on the applicant status set move qualified candidates who were NOT hired there.
- B. Create talent pools add qualified candidates who were NOT hired to the appropriate talent pools.
- C. Create a field on the application view of the Applicant Workbench select it for qualified candidates who were NOT hired.
- D. Create a Content page on the career site advise recruiters to direct candidates to learn more about what makes a candidate qualified.

**Answer: A, B**



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