

## 2024 Realistic ExamsLabs C\_THR84\_2305 Dumps PDF - 100% Passing Guarantee [Q23-Q40]



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Free SAP C\_THR84\_2305 Exam Questions and Answer

**NO.23** You have enabled Candidate Relationship Management and 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.

- \* When sending an email from the Candidate Workbench
- \* When sending an email associated with an applicant status
- \* When sending an email from the Candidate Search page
- \* When sending an email associated with a Recruiting email trigger

**NO.24** 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.25** Which of the following statements describe recruitment marketing?Note: There are 2 correct answers to this question.

- \* The practice of promoting the value of an employer's brand in order to recruit talent
- \* The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- \* The collection of candidate information and organization of prospects based on experience and skills
- \* The focus is on the immediate need to fill a specific job opening

**NO.26** Under which conditions will you enable Limit Search by Locale under Global Search options in Career Site Builder (CSB)?Note: There are 2 correct answers to this question.

- \* The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that.
- \* The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale.
- \* The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site.
- \* The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site.

**NO.27** 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.28** 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.29** Where can you create links to hard-to-fill jobs on the Home page?Note: There are 2 correct answers to this question.

- \* Within the category dropdown menu in the header
- \* Within the Featured Jobs component
- \* Within the Top Job Searches link in the footer
- \* Within the content dropdown menu in the header

**NO.30** It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site.What are the actions you need to take to facilitate this reporting?Note:

There are 2 correct answers to this question.

- \* Add a campaign code to all XML job feeds that you create for your customer.
- \* Recommend that your customer opt-in for the Organic Network.
- \* Deliver source-coded backlinks so that your customer can replace all links from their externally- hosted sites to their CSB site.
- \* Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.

**NO.31** 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

**NO.32** 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.33** Which of the following encrypts personal data used in the recruiting process?

- \* Identity Authentication Service (IAS)
- \* Data Retention Time Management (DRTM)
- \* Secure Socket Layer (SSL)
- \* Data Privacy Consent Statement (DPCS)

**NO.34** Where is the Job Alerts Email Template configured?

- \* E-Mail Notification Templates Settings
- \* Command Center
- \* Recruiting Email Triggers
- \* Career Site Builder

**NO.35** Which of the following are leading practices regarding the Source Tracker functionality?Note: There are 3 correct answers to this question.

- \* Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- \* Enable your customer's Source Tracker options from Command Center.
- \* When setting up the Source Tracker for your customer, always enable all possible sources.
- \* Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- \* 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.

**NO.36** 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.37** Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery?Note:

There are 2 correct answers to this question.

- \* Automated standard XML feeds and scheduled job scraping
- \* Automated standard XML feeds and custom XML feeds
- \* Automated standard XML feeds and Recruiting Posting
- \* Automated Recruiting Posting and scheduled job scraping
- \* In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally.

**NO.38** What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)?  
Note: There are 3 correct answers to this question.

- \* A new site map is created and delivered to Google and Bing weekly.
- \* CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
- \* CSB uses metadata to help ensure that jobs and pages are search engine-friendly.
- \* The jobs posted to CSB sites are accessible to website crawlers.
- \* CSB automatically populates hidden text on every page with the keywords provided in the metadata.

**NO.39** Which of the following is an SAP leading practice regarding the blackout period?

- \* When the update code is pushed to Preview, you CANNOT move the Career Site Builder site to Production until after the Production release is complete.
- \* After a Career Site Builder page is published, you may need to wait a few minutes before you can publish additional changes to that page.
- \* After the release information is updated in the What's New Viewer, you may NOT discuss with customers what is included in the release.
- \* When a change is made to a job requisition, you can expect a delay of up to 24 hours for the job to be moved to the Career Site Builder site via Real-time Job Sync.

**NO.40** Which of the following are included in a standard Recruiting statement of work?  
Note: There are 3 correct answers to this question.

- \* Enable LinkedIn integration.
- \* Enable Mobile Apply.
- \* Configure one job layout.
- \* Configure 20 Category or Content pages.
- \* Configure one standard XML feed.

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