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Exam : **C-THR84-1911**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Recruiting Marketing (Career
Site & Candidate Mgt)
Q4/2019

Vendor : SAP

Version : DEMO

NO.1 If a Recruiter would like to add a non-standard field to a Data Capture Form, which feature is used to create the field? Please choose the correct answer.

- A. Recruiting Dashboard
- B. Manage Templates
- C. Candidate Profile Extension
- D. Additional fields cannot be created

Answer: C

NO.2 What are standard XML feed requirements?

Note: 2 Answers

- A. It requires filtering of rules provided by the customer
- B. It requires a customer to sign authorization forms
- C. It requires an annual subscription fee
- D. All jobs must be included

Answer: A,C

NO.3 From the Recruiting Dashboard, what will you add to a Members Search to restrict the results to only those members who have not yet applied for a position?

Please choose the correct answer.

- A. Apply Count is 0
- B. Last Login is 0
- C. Re-Contact is 0
- D. Interest Level is 0

Answer: A

NO.4 Regarding job descriptions, which of the following is NOT a best practice for RMK to perform optimally?

Please choose the correct answer.

- A. Include a Job Category or Job Function or Industry
- B. Format each of your job descriptions in a consistent way
- C. Include keywords in the title and job description
- D. Provide company information at the start of the job description

Answer: D

NO.5 What are some options that can be used to distribute jobs for customers with both Recruiting Marketing and Recruiting Management?

Note: 2 Answers

- A. Search engines
- B. Recruiting Dashboard
- C. Automated XML feeds
- D. Pick & Post using Marketing Central

Answer: C,D

NO.6 Which type of Advanced Analytics report provides summary and detail full line-of-sight results? Controls at the top allow the user to select the drill down path as well as the desired time range and more. You can drill into candidate level detail for all measures from Subscribe to Hire, and export the results. Please choose the correct answer.

- A. Run
- B. Ask
- C. Browse
- D. Visualize

Answer: C

NO.7 What does the "match rate" refer to? Please choose the correct answer.

- A. The ratio of the candidates that match back to the Talent Community
- B. The percentage of Talent Community Members that set up one or more Job Alerts
- C. The percentage of the hires that match back to the Talent Community
- D. The percentage of candidates that complete an application after a visit to your U RMK Career Site

Answer: C

NO.8 What does the standard search engine optimization (SEO) page generated in Recruiting Marketing Display?

Note: 2 Answers

- A. Images
- B. Standard Copy
- C. Open Jobs
- D. Tob Jobs

Answer: B,C