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Exam : **C_THR84_1908**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Recruiting Marketing (Career
Site & Candidate Mgt)
Q3/2019

Vendor : SAP

Version : DEMO

NO.1 Why should you NOT embed text into an image when designing a Web page?

There are 2 correct answers to this question.

- A. Image with text conflicts with a customer's branding guidelines.
- B. Text embedded on an image cannot be edited within CS
- C. Images with text do NOT scale down uniformly to mobile devices
- D. Images with text negatively impact image load speed on a mobile device.

Answer: B,C

NO.2 Which footer links are required on every Recruiting Marketing (RMK) career site to support search engine optimization? There are 2 correct answers to this question.

- A. Corporate Home
- B. Top Job Searches
- C. View All jobs
- D. Careers Home

Answer: B,C

NO.3 Which of the following are examples of category page names that will maximize Search Engine Optimization (SEO)? There are 2 correct answers to this question.

- A. Retail Jobs
- B. Database Administration
- C. Jobs in Marketing
- D. Sales Careers

Answer: A,D

NO.4 Your customer has defined 10 categories. They require 2 languages and 2 brands on their career site, and want the same category. How many category pages do you create?

Please choose the correct answer.

- A. 30
- B. 20
- C. 40
- D. 10

Answer: C

NO.5 Which of the following is NOT true regarding images in a TCM email?

Please choose the correct answer.

- A. The image filename cannot contain spaces
- B. It is not possible to resize images in TCM emails
- C. Images can be uploaded locally or linked to from the web
- D. Images must be in JPG or PNG format and 500K or less in size

Answer: B

NO.6 How do you request access to the customer's command center? Please choose the correct answer.

- A. Request a user account from the customer.
- B. Create a user in Provisioning
- C. Complete the Recruiting Marketing (RMK) Site Manager Assignment Request form in the HCM Cloud Operations Portal
- D. Open a QuickBase task to request access.

Answer: C

NO.7 What is the SSL Certificate designed to do?

Note: 2 Answers

- A. Ensure that production environment data is encrypted
- B. Encrypt data from Recruiting Marketing (RMK) to Recruiting Management (RCM)
- C. Ensure that stage environment data is encrypted
- D. Encrypt data from Recruiting Management (RCM) to Recruiting Marketing (RMK)

Answer: B,D

NO.8 What does the "match rate" refer to? Please choose the correct answer.

- A. The percentage of the hires that match back to the Talent Community
- B. The percentage of Talent Community Members that set up one or more Job Alerts
- C. The ratio of the candidates 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: A

NO.9 What does the standard search engine optimization (SEO) page generated in Recruiting Marketing Display?

Note: 2 Answers

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

Answer: A,B

NO.10 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. Additional fields cannot be created
- B. Candidate Profile Extension
- C. Manage Templates
- D. Recruiting Dashboard

Answer: B