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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):

### NEW QUESTION # 42

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- B. API Key is from CSB > Settings > Site Configuration > Site Integrations.

- C. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
- D. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync connects Career Site Builder (CSB) to Recruiting Management, requiring specific credentials and keys in Provisioning's Service Provider Settings. Let's explore the sources:

\* Option B (The API Key, Username, and Password are from CSB > Tools > Manage API Credentials): Correct. These credentials authenticate the sync between CSB and the SAP system.

\* SAP Documentation Excerpt: From the Implementation Handbook: "In CSB > Tools > Manage API Credentials, obtain the API Key, Username, and Password required to populate the Service Provider Settings in Provisioning for Real Time Job Sync."

\* Reasoning: In CSB, navigate to Tools > Manage API Credentials, generate or retrieve these values (e.g., API Key: "abc123", Username: "admin"), and input them into Provisioning > Company Settings > Service Provider Settings. This ensures secure data flow from job requisitions to the CSB site.

\* Practical Example: For "Best Run," a consultant copies "API Key: xyz789" from CSB and pastes it into Provisioning, tested successfully in a sandbox.

\* Option C (The Security Key is from CSB > Settings > Site Configuration > Site Integrations):

Correct. The Security Key secures the integration endpoint, a critical component for sync activation.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Security Key, found in CSB > Settings > Site Configuration > Site Integrations, is used in the Service Provider Settings to enable secure Real Time Job Sync between CSB and Recruiting Management."

\* Reasoning: In CSB > Settings > Site Configuration > Site Integrations, locate the Real Time Job Sync section, copy the Security Key (e.g., "sec456"), and add it to Provisioning. This key validates the connection, preventing unauthorized access.

\* Practical Example: For "Best Run," entering "sec456" in Provisioning enables sync, verified by job data appearing on careers.bestrun.com.

\* Option A (The URLs, Username, and Password are from CSB > Tools > Manage API Credentials)

: Incorrect. URLs are system-generated in Provisioning or CSB documentation, not retrieved from Manage API Credentials, which focuses on authentication tokens.

\* Option D (API Key is from CSB > Settings > Site Configuration > Site Integrations): Incorrect.

The API Key is sourced from Manage API Credentials, not Site Integrations, which provides the Security Key.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Career Site Builder Administration Guide.

### NEW QUESTION # 43

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Landing page
- B. Category page
- C. Content page
- D. Map page

**Answer: B**

### NEW QUESTION # 44

Which of the following apply regarding the AI Assisted Skills Matching feature enhancement? Note: There are 2 correct answers to this question.

- A. This feature allows customers to include a Data Privacy statement for candidates to accept before uploading their resume.
- B. Candidates can upload their resume and AI will analyze and identify skills in their resume and match them to jobs which list the same skills.
- C. The candidate's resume and identified skills will be stored temporarily in the system for one hour.
- D. The candidate will see the top 15 jobs that they have been matched to after their skills have been identified.

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The AI Assisted Skills Matching feature enhances candidate-job alignment:

\* Option A (Candidates can upload their resume and AI will analyze and identify skills): Correct. AI parses resumes to extract skills and matches them to job requisitions, improving candidate experience.

\* SAP Documentation Excerpt: From the Recruiting Marketing Enhancements Guide: "With AI Assisted Skills Matching, candidates can upload their resumes, and the system uses artificial intelligence to identify skills and match them to relevant job postings."

\* Option D (This feature allows customers to include a Data Privacy statement): Correct. Privacy compliance (e.g., GDPR) requires a consent statement before resume upload.

\* SAP Documentation Excerpt: From the Recruiting Marketing Enhancements Guide:

"Customers can configure a Data Privacy statement that candidates must accept prior to uploading their resume, ensuring compliance with data protection regulations."

\* Option B (The candidate's resume and identified skills will be stored temporarily for one hour):

Incorrect. No specific one-hour limit is documented; storage duration depends on configuration and compliance settings.

#### NEW QUESTION # 45

After enabling the Unified Data Model, why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note: There are 3 correct answers to this question.

- A. To provide fields for filtering reports in Advanced Analytics
- B. To support job posting to career sites built with Career Site Builder
- C. To provide fields that online sources require for XML feeds
- D. To support the use of job requisition fields in Career Site Builder
- E. To ensure that no more than five custom fields are required for Recruiting Marketing

Answer: A,B,D

#### NEW QUESTION # 46

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Assist the customer to complete the Readiness Checklist.
- B. Review the statement of work (SOW).
- C. Develop the CSB project plan.
- D. Finish the CSB Configuration Workbook.

Answer: B,C

#### NEW QUESTION # 47

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