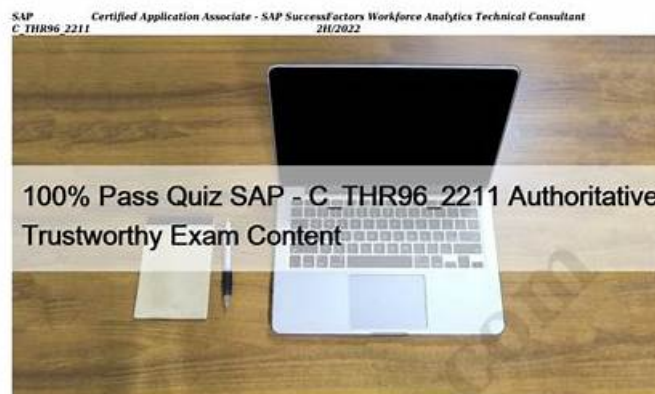


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):

NEW QUESTION # 42

Fields defined on the job requisition and mapped to Career Site Builder can be used for which purposes? Note: There are 3 correct answers to this question.

- A. Display on the job layout
- B. Display on search results
- C. Use to create category page rules
- D. Add to data capture forms
- E. Display in the site header or footer

Answer: A,B,D

Explanation:

Fields defined on the job requisition and mapped to Career Site Builder can be used for the following purposes:

Display on search results: Customers can configure which fields they want to show on the search results page, such as job title, location, job category, etc. This helps candidates to quickly scan and filter the available jobs based on their preferences and criteria.
Add to data capture forms: Customers can add fields to the data capture forms that candidates fill out when they apply for a job or join a talent pool. This allows customers to collect relevant information from candidates, such as contact details, resume, cover letter, etc.

Display on the job layout: Customers can customize the layout and content of the job details page, where candidates can view the full description and requirements of a job. Customers can choose which fields they want to display on the job layout, such as job summary, responsibilities, qualifications, benefits, etc.

NEW QUESTION # 43

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Implement backlinks on the customer's corporate web site that link to their CSB site.
- B. Build the customer's CSB site using custom plugins.
- C. Work with the customer to develop a job distribution strategy.
- D. Ensure that the job data supports the customer's recruiting strategy.

Answer: C,D

NEW QUESTION # 44

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

- A. Links to top job searches
- B. Links to Category pages
- C. Links to social networks
- D. Links to Content pages

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: The header navigation menu in Career Site Builder (CSB) is a critical element for candidate navigation, and SAP recommends including items that enhance usability and job discovery:

* Option A (Links to Content pages): Correct. Content pages (e.g., "About Us," "Benefits") provide candidates with company information, making them a recommended inclusion in the header for easy access.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The header navigation menu should include links to content pages such as 'About Us' or 'Our Culture' to provide candidates with additional context about the organization,

improving engagement."

* Option C (Links to Category pages): Correct. Category pages (e.g., "Sales Jobs," "Engineering Jobs") help candidates quickly find relevant job listings, aligning with SAP's focus on job-centric navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Links to category pages in the header navigation menu are recommended to facilitate direct access to job listings grouped by type or department, enhancing the candidate experience."

* Option B (Links to top job searches): Incorrect. While useful, top job searches are typically featured in the footer or search bar suggestions, not the header, to keep it uncluttered.

* Option D (Links to social networks): Incorrect. Social network links are better suited for the footer to maintain a clean, job-focused header. SAP's best practices for header design support A and C.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Navigation).

NEW QUESTION # 45

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 any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form.
- B. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form.
- C. Existing candidates are NOT able to complete new fields on a data capture form.
- D. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:

* Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."

* Reasoning: The email, sent via Recruiting Email Triggers, might include a personalized link (e.g., careers.bestrun.com/update-form?token=XYZ), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.

* Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" to john.doe@email.com, linking to a form where John adds "Project Management" to his profile.

* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.

* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form submission."

* Reasoning: After logging in at careers.bestrun.com/login, the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.

* Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.

* Option A (To complete any missing fields, the recruiter generates a code for the candidate to use):

Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.

* Option B (Existing candidates are NOT able to complete new fields): Incorrect. Existing candidates can update fields via campaigns or profiles, as long as the form or profile settings allow it. SAP's candidate data management processes support C and D as viable solutions. References: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 46

When internal career site is enabled what can be different on the Career Site Builder site for internal employees external candidates?
Note: There are 2 correct answers to this question.

- A. Internals externals may see different job layouts.
- B. Internals externals may see different headers footers.
- C. Internals externals may be able to apply to different jobs.
- D. Internals externals may see different page components.

Answer: C,D

NEW QUESTION # 47

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