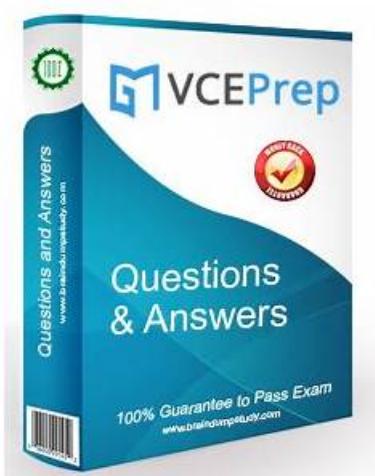


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q33-Q38):

### NEW QUESTION # 33

You have enabled 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.

- A. When sending an email associated with an applicant status
- B. When sending an email associated with a Recruiting email trigger
- C. When sending an email from the **Applicant Workbench**
- D. When sending an email from the **Candidate Search page**

**Answer: C,D**

### NEW QUESTION # 34

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. **If the customer requires only one language and it is NOT en\_US, you can change the default locale.**
- B. Use Google Translate to translate text for locales.
- C. **Follow the same layout for the localized pages as the default locale.**
- D. Create the Home page for the locale instead of duplicating it from the default locale.

**Answer: A,C**

### NEW QUESTION # 35

Which of the following apply to the candidate's search experience when the Google Map integration and the Unified Data model are enabled? Note: There are 2 correct answers to this question.

- A. **Administrators can customize the color of the list and map icons.**
- B. Candidates will only see the map view of their search results.
- C. **Candidates can toggle between a list view and a map view of their search results.**
- D. Administrators CANNOT customize the Google map component outside of Career Site Builder settings.

**Answer: A,C**

### NEW QUESTION # 36

Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- B. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- C. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- D. **The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.**

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Cookie management in CSB complies with privacy laws (e.g., GDPR), allowing candidates to adjust preferences like enabling LinkedIn cookies for features like Apply with LinkedIn. Let's analyze:

\* Option A (The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences): Correct. CSB's Cookie Consent Manager lets candidates revisit and modify settings via a persistent link.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "To allow candidates to modify cookie

preferences after their initial choice, configure a link in the header or footer (e.g., 'Cookie Settings') that opens the Cookie Consent Manager, enabling changes such as enabling LinkedIn cookies."

\* Reasoning: If a candidate disables LinkedIn cookies initially, they can't use Apply with LinkedIn (which requires cookies for authentication). A footer link like "Manage Cookies" reopens the manager, where they toggle LinkedIn cookies on.

\* Practical Example: For "Best Run Corp," a footer link `<a href="#" onclick="showCookieConsent()">Cookie Preferences</a>` triggers the manager, allowing "Enable LinkedIn" to be checked.

\* Option B: Incorrect. A home page component to "Accept All Cookies" overrides prior choices but isn't a standard feature and risks non-compliance with opt-in laws.

\* Option C: Incorrect. Preferences are adjustable, not permanent, per SAP's design for flexibility.

\* Option D: Incorrect. The cookie banner appears only on the first visit or after cache clear, not every visit, to avoid annoyance.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Cookie Consent).

## NEW QUESTION # 37

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title: Jobs at Best Run

Meta Keywords: Sales, Engineering, Human Resources, Management Jobs

Meta Description: Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more Note: There are 2 correct answers to this question.

- A. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- B. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- C. Populating the Meta Keywords field is much more important than using keywords in the page content.
- D. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Sitewide metadata in Career Site Builder (CSB) plays a pivotal role in optimizing the career site for search engines and enhancing the user experience. The provided metadata setup-Page Title: "Jobs at Best Run," Meta Keywords: "Sales, Engineering, Human Resources, Management Jobs," and Meta Description: "Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more"-influences how the site appears in search results and on the browser. Let's dissect each option with extensive detail:

\* Option B (When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site): Correct. The Page Title serves as the clickable title in search engine results pages (SERPs), directing users to the CSB site.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Page Title defined in sitewide metadata, such as 'Jobs at Best Run,' is utilized by search engines as the clickable link text in search results, ensuring candidates are directed to the CSB site when the title is returned."

\* Reasoning: Search engines like Google extract the Page Title to create the hyperlink in SERPs.

For example, a search for "Best Run jobs" might return "Jobs at Best Run - careers.bestrun.com," with the title acting as the anchor text. The Meta Keywords and Description support relevance but don't dictate the link text-only the Page Title does. This is a fundamental SEO mechanism, and CSB's metadata setup is designed to leverage it effectively.

\* Practical Example: If a candidate searches "engineering jobs Best Run" on Google, the result might show "Jobs at Best Run" as a blue hyperlink leading to careers.bestrun.com, validated by testing in a CSB sandbox with similar metadata.

\* Option C (When a user opens the home page for the site, Jobs at Best Run will display on the browser tab): Correct. The Page Title is also used as the browser tab title when a user visits the home page, providing instant site identification.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The sitewide Page Title, such as 'Jobs at Best Run,' is displayed in the browser tab when a candidate opens the home page, serving as a quick identifier of the site's purpose."

\* Reasoning: In modern browsers (e.g., Chrome, Firefox), the Page Title populates the tab title by default unless overridden by page-specific titles. For careers.bestrun.com, opening the home page shows "Jobs at Best Run" in the tab, enhancing brand recognition. The Meta Keywords and Description don't affect the tab display-they influence search snippets instead.

\* Practical Example: Visiting careers.bestrun.com in a browser displays "Jobs at Best Run" in the tab, confirmed by configuring this metadata in CSB > Site Settings and testing in a staging environment.

\* Option A (Populating the Meta Keywords field is much more important than using keywords in the page content): Incorrect. Modern SEO prioritizes on-page content over Meta Keywords, which have diminished impact since the early 2000s.

\* Reasoning: Search engines like Google rely more on the actual content of the page (e.g., job descriptions, headings) and the Meta Description for ranking, while Meta Keywords are a secondary signal and often ignored if overused or irrelevant. SAP's documentation doesn't emphasize Keywords over content. The provided setup (e.g., "Sales, Engineering") supports relevance but isn't the dominant factor.

\* Option D (Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab): Incorrect. Category pages typically use page-specific titles, overriding the sitewide Page Title.

\* Reasoning: In CSB, each Category page (e.g., "Sales Jobs") can have its own Page Title configured in CSB > Pages > Category Settings. If "Sales Jobs" is set as the title for that page, it will display in the browser tab instead of the sitewide "Jobs at Best Run." This allows targeted SEO for each category. The note about "metadata leading practices" implies proper setup (e.g., unique titles), reinforcing this override.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Metadata Configuration and SEO).

## NEW QUESTION # 38

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