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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q74-Q79):

NEW QUESTION # 74

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Social share
- B. Headers
- C. Site banner
- D. Colors
- E. Footers

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the options in depth:

* Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."

* Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.

* Practical Example: For "Best Run Corp," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.

* Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In /Language component, are set globally to provide a cohesive navigation experience.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."

* Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrun.com/job/123 and careers.bestrun.com/about.

* Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.

* Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.g., #FF0000 for red) to ensure brand consistency across all CSB pages."

* Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker in CSB > Global Styles.

* Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.

* Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 75

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. The consultant did NOT include all of the text for the default locale in the configuration workbook.
- B. The customer translated HTML tags and tokens in the locale columns of the configuration workbook.
- C. The customer has NOT approved the default locale.
- D. Google Translate did NOT contain all of the terms in the text for your customer's site.
- E. The customer requested changes to the localization of system text in Career Site Builder.

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Localization in CSB involves translating site content for different locales:

* Option B (The customer translated HTML tags and tokens in the locale columns of the configuration workbook): Correct.

Translating tags/tokens (e.g., <p>, {jobTitle!}) corrupts the workbook, delaying processing as they must remain untranslated.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "HTML tags and tokens in the configuration workbook must not be translated; translating these elements will cause errors and delay the localization process."

* Option C (The customer has NOT approved the default locale): Correct. The default locale (e.g., en_US) must be approved first, as it's the baseline for translations, causing delays if pending.

* SAP Documentation Excerpt: From the Localization Guide: "Approval of the default locale is required before additional locales can be processed, as it serves as the reference point for all translations."

* Option E (The consultant did NOT include all of the text for the default locale in the configuration workbook): Correct. Missing default text prevents complete translation, stalling the process.

* SAP Documentation Excerpt: From the Localization Guide: "The consultant must ensure all text for the default locale is included in

the configuration workbook; omissions will delay the localization timeline."

* Option A (Google Translate did NOT contain all of the terms): Incorrect. Google Translate isn't an official SAP tool for CSB localization; delays stem from process errors, not external tools.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 76

What actions can you take in the Career Site Builder Functions Viewer?

- A. Copy existing functions.
- B. **Delete existing functions.**
- C. Modify existing functions.
- D. Create new functions.

Answer: B

NEW QUESTION # 77

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

Answer: B,D

NEW QUESTION # 78

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- A. When naming the talent pool, list all of the attributes and their values.
- B. **Create custom generic objects for Goods Sold and Store Size.**
- C. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- D. **Edit the talent pool and select values for the additional attributes.**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools can be customized for retail-specific attributes to support targeted recruitment:

* Option A (Edit the talent pool and select values for the additional attributes): Correct. After creating custom attributes (e.g., Goods Sold, Store Size), recruiters can edit the talent pool in Recruiting Management to select specific values (e.g., "Electronics" for Goods Sold, "Large" for Store Size) to filter candidates.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Once custom attributes are defined, edit the talent pool in Recruiting Management to select specific values for those attributes, tailoring the pool to specific criteria like Goods Sold or Store Size."

* Reasoning: This step refines the pool by applying filters, ensuring candidates match store- specific needs. For example, a talent pool named "Retail Electronics Staff" can include candidates with "Electronics" and "Medium" store size preferences.

* Practical Example: In "Best Run Retail," a recruiter edits the "Electronics Talent Pool," selecting "Electronics" and "Large" to target candidates for big stores.

* Option C (Create custom generic objects for Goods Sold and Store Size): Correct. Custom Generic Objects in Admin Center extend the system to define these unique attributes, linking them to candidate or job data for use in talent pools.

* SAP Documentation Excerpt: From the Configuration Guide: "To support attributes like Goods Sold and Store Size in talent

pools, create custom Generic Objects in Admin Center to define these fields, then associate them with candidate profiles or job requisitions."

* Reasoning: Standard fields (e.g., Location) don't cover store-specific data, so creating "GoodsSold" (values: Electronics, Clothing) and "StoreSize" (values: Small, Medium, Large) as Generic Objects enables this use case. This is a foundational setup in Provisioning > Manage Data.

* Practical Example: For "Best Run," a consultant configures "GoodsSold" with picklist values, then maps it to the talent pool interface.

* Option B (When naming the talent pool, list all of the attributes and their values): Incorrect.

Naming is descriptive (e.g., "Electronics Staff Pool"), but attributes and values are set via configuration, not the name itself.

: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 79

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