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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q43-Q48):

NEW QUESTION # 43
Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following

are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- A. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- B. All of the customer's jobs are included in a standard XML feed.
- C. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.
- D. Customers need to renew XML job feeds annually.

Answer: A,B

NEW QUESTION # 44
Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Professional Services
- B. Functional consultant or customer
- C. Consultant submits a request through the SAP Support Portal
- D. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:
* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."
* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.
* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post- launch, then the customer's marketing team monitors crawl status weekly.
* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.
* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.
* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 45
Which of the following are included in a standard Recruiting statement of work (SOW)? Note: There are 3 correct answers to this question.

- A. Configure one job layout.
- B. Configure one custom XML feed.
- C. Configure 20 Category or Content pages.
- D. Configure one standard XML feed.
- E. Enable Mobile Apply.

Answer: A,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
A standard Recruiting Statement of Work (SOW) outlines baseline deliverables for a SAP SuccessFactors Recruiting

implementation, including Career Site Builder (CSB) setup. Let's detail the inclusions:
* Option A (Configure 20 Category or Content pages): Correct. The SOW includes configuration of up to 20 pages to support job listings and informational content.
* SAP Documentation Excerpt: From the Implementation Handbook: "The standard Recruiting SOW includes configuration of up to 20 Category or Content pages in CSB to support job listings and informational content."
* Reasoning: This covers 10 Category pages (e.g., "Sales Jobs") and 10 Content pages (e.g., "About Us"), configured in CSB > Pages, providing a robust site structure.
* Practical Example: For "Best Run," the consultant sets up "Engineering Jobs" and "Benefits" pages within the 20-page limit.
* Option B (Configure one standard XML feed): Correct. One standard XML feed is included to automate job distribution.
* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A single standard XML feed is part of the standard Recruiting SOW, enabling automated job distribution to job boards."
* Reasoning: This feed pushes all active jobs to partnered boards (e.g., Indeed), configured in Admin Center > Recruiting Posting, meeting baseline needs.
* Practical Example: "Best Run" gets a feed for careers.bestrun.com jobs, tested with a sample sync.
* Option E (Configure one job layout): Correct. A default job layout is provided to define the job page structure.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:
"Configuration of one job layout is included in the standard Recruiting SOW, defining the default job page presentation."
* Reasoning: A two-column layout with title, description, and apply button is set in CSB > Custom Layouts Editor, serving as the starting point.
* Practical Example: "Best Run" uses this layout for all jobs, with options to customize later.
* Option C (Configure one custom XML feed): Incorrect. Custom feeds are additional, requiring extra scoping and cost.
* Option D (Enable Mobile Apply): Incorrect. Mobile Apply is an optional enhancement, not a standard inclusion.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Posting Guide.

NEW QUESTION # 46
Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Allows customers to evaluate trends in source performance over time
- B. Allows customers to drill into recruiting data such as dates, brands, and job categories
- C. Provides a variety of options for generating graphics to display report results
- D. Allows customers to track direct and indirect recruiting costs for job postings
- E. Provides insight into which sources are delivering high-quality candidates

Answer: A,B,E

NEW QUESTION # 47
How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. System text translations are only possible for the site's default language.
- B. System text translations are made from Career Site Builder > Global Settings.
- C. System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
- D. System text is translated when the locale is enabled.
- E. System text translations can be changed from Career Site Builder > Tools > Translations.

Answer: C,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Defaulted/system text (e.g., "Search Jobs" on the search bar) in Career Site Builder (CSB) is managed separately from customer-specific content, requiring specific translation methods. Let's analyze:
* Option A (System text translations are exported from the Stage site and imported to Production separately): Correct. This controlled process ensures system text consistency across environments.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "System text translations are exported from the Stage environment as an XML file and imported into Production separately from other site imports, allowing precise management of default text across environments."
* Reasoning: In CSB > Tools > Export, export Stage's system text (e.g., "Rechercher des emplois" for fr_FR), edit in a tool like

Notepad++, then import to Production via CSB > Tools > Import.

This avoids content overwrite.

* Practical Example: For "Best Run," exporting Stage's fr_FR "Search" and importing to Production updates careers.bestrun.com.

* Option B (System text is translated when the locale is enabled): Correct. Enabling a locale applies SAP's default translations automatically.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a new locale is enabled in CSB, system text such as search bar labels is automatically translated based on SAP's standard translations for that language."

* Reasoning: Enabling fr_FR in CSB > Settings > Locales changes "Search Jobs" to "Rechercher des emplois" using SAP's library, though custom tweaks may follow.

* Practical Example: Adding es_ES translates "Apply" to "Solicitar" instantly.

* Option C (System text translations can be changed from Career Site Builder > Tools > Translations): Correct. This tool allows manual overrides of system text.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Administrators can modify system text translations directly in CSB > Tools > Translations, overriding default translations for elements like the search bar or buttons."

* Reasoning: Changing "Search Jobs" to "Find Your Role" in en_US for branding is done here, editable per locale.

* Practical Example: "Best Run" adjusts "Submit" to "Send Application" in fr_FR.

* Option D: Incorrect. Translations apply to all enabled locales, not just the default.

* Option E: Incorrect. Global Settings manage design, not text translations.

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

NEW QUESTION # 48

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