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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66
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 support the use of job requisition fields in Career Site Builder
- B. To support job posting to career sites built with Career Site Builder
- C. To provide fields for filtering reports in Advanced Analytics
- D. To provide fields that online sources require for XML feeds
- E. To ensure that no more than five custom fields are required for Recruiting Marketing

Answer: A,B,C

NEW QUESTION # 67
You have created a data capture form. What are some options when adding the form to a Landing page? Note: There are 3 correct answers to this question.

- A. You can update the text on the data privacy consent statement.
- B. You can configure the options when a candidate already has a candidate profile.
- C. You can configure a specific job alert associated with candidates who submit the form.
- D. You can customize the instructions to complete the form.
- E. You can modify the messages displayed after the candidate submits the form.

Answer: C,D,E

NEW QUESTION # 68
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. Populating the Meta Keywords field is much more important than using keywords in the page content.
- B. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
- C. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- 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,D

NEW QUESTION # 69
What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from an email campaign.
- B. Auto-populate from a saved search.
- C. Candidates can add themselves.
- D. Add from the Applicant Workbench.
- E. Add from a Candidate Search.

Answer: B,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Talent pools store candidates for future roles:
* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."
* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
* SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.
: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 70

Which of the following statements apply regarding the use of custom fonts?Note: There are 2 correct answers to this question.

Solution:

B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.

This is stated under troubleshooting: "If the font appears as Times New Roman, it is not compatible. Upload a different font."

Reference: https://learning.sap.com/

D. The customer must own the font license to use them on their Career Site.

The documentation clearly notes: "Customers who own fonts may use them on their Career Site Builder site."

Reference: https://learning.sap.com/

* A. The customer must own the font license to use them on their Career Site.
* B. If the font is NOT compatible with Career Site Builder, it may appear as Times New Roman.
* C. The file must be an .otf type.
* D. The maximum size limit for custom fonts is LOOMB.

Answer: A,B

NEW QUESTION # 71

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