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

NEW QUESTION # 33

Which of the following are prerequisites for enabling?

- A. Advanced Analytics in SAP SuccessFactors Recruiting
- B. SAP SuccessFactors Onboarding
- **C. A career site built with Career Site Builder**
- D. SAP SuccessFactors Recruiting Posting

Answer: C

NEW QUESTION # 34

Your customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- **A. Configure Job Location Generic Objects.**
- B. Configure multi-locations for the locations.
- C. Enable the Unified Data Model in Career Site Builder.
- **D. Map each Job Location Generic Object to a Location Foundation Object.**

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enhanced location search capabilities in CSB allow candidates to filter jobs by geographic criteria, requiring specific configurations:

* Option C (Map each Job Location Generic Object to a Location Foundation Object): Correct. The Unified Data Model (UDM) enhances search by leveraging Foundation Objects (e.g., Location).

Mapping Job Location Generic Objects to these ensures accurate location data flows into the career site for search functionality.

* Option D (Configure Job Location Generic Objects): Correct. Job Location Generic Objects must be set up in the system to store and manage location data for job requisitions, enabling the enhanced search feature.

* Option A (Enable the Unified Data Model in Career Site Builder): While UDM enhances search capabilities, it's a prerequisite, not a "step" specific to location search configuration. The question asks for required steps, not prerequisites, making this less precise.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 35

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- **B. The recruiter did NOT include the job with Sync Recruiting Jobs.**
- C. The recruiter did NOT include a job description.
- **D. The recruiter did NOT include a country.**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrunch.com.

* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs

(e.g., internal-only roles) stay in the ATS, not CSB.

* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

NEW QUESTION # 36

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- B. Create content type links in the header under About Us that link to the three internal pages.
- C. Create category type links in the header under About Us that link to the three internal pages.
- D. Enable the About Us link in the header that is provided with all CSB sites.
- E. Create a list type link in the header named About Us.

Answer: A,B,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Configuring header links in CSB:

* Option A (Create content type links in the header under About Us that link to the three internal pages): Correct. Content pages (e.g., "About Us - Team") are linked as content type links in the header.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Content type links can be added to the header to direct candidates to internal content pages, such as multiple 'About Us' pages, configured within CSB."

* Option B (Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site): Correct. External links open corporate pages in a new tab/session.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "External type links in the header can be configured to open a new session, linking to pages hosted outside CSB, such as the customer's corporate site."

* Option C (Create a list type link in the header named About Us): Correct. A list type link groups the internal and external links under a dropdown labeled "About Us."

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A list type link can be created in the header (e.g., 'About Us') to organize multiple sub-links, including content and external types, in a dropdown menu."

* Option D (Create category type links): Incorrect. Category links are for job listings, not content pages.

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

NEW QUESTION # 37

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- A. Custom third-party cascading style sheets (CSS)
- B. Custom third-party libraries
- C. Custom third-party chatbots
- D. Custom third-party survey tools
- E. Custom third-party analytics for tracking purposes

Answer: A,D,E

NEW QUESTION # 38

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