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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q71-Q76):

NEW QUESTION # 71
What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- B. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- C. The customer maintains their own career site in addition to the CSB career site.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

Answer: A,B

NEW QUESTION # 72
Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Some layouts will have one column, some will have two columns, and some will have three columns.
- B. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- C. The Apply Now button should be present only at the bottom of the job page.
- D. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- E. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.

Answer: A,B,E

NEW QUESTION # 73
Which of the following API types does SAP recommend to achieve clean core in SAP SuccessFactors? Note:
There are 2 correct answers to this question.

- A. IDoc
- B. SOAP
- C. RFC
- D. OData

Answer: B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SAP's "clean core" strategy emphasizes standardized, extensible integrations. In SAP SuccessFactors:
* Option C (OData): Correct. OData APIs are SAP's preferred standard for SuccessFactors integrations, offering RESTful, scalable access to data, aligning with clean core principles.
* Option D (SOAP): Correct. SOAP APIs, while older, are supported for legacy integrations and remain part of SAP's clean core approach where OData isn't applicable.
* Option A (IDoc): Incorrect. IDoc is specific to SAP ERP, not SuccessFactors, and isn't recommended here.
: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 74
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 cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- B. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- C. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- D. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to

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 Cookie Preferences 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 # 75

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

* A. Enter a label for each color in your customer's color palette.
* B. Add colors for all brands that will be needed for a multi-branded site.
* C. Create colors using the color picker grid or by typing in the RGB or hex code.
* D. Use the opacity slider to lighten a color in your palette instead of creating a new color.
* E. Add only the 20 most important colors for the customer's brand.

Answer: A,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Creating a color palette in CSB's Global Styles ensures brand consistency:
* Option C (Enter a label for each color in your customer's color palette): Correct. Labeling (e.g.,
"Primary Blue") aids maintenance and ensures clarity for multi-user teams, a best practice in SAP guides.
* Option D (Create colors using the color picker grid or by typing in the RGB or hex code): Correct.
CSB supports precise color input via picker or codes, aligning with branding guidelines.
* Option E (Use the opacity slider to lighten a color in your palette instead of creating a new color):
Correct. This optimizes palette size and maintains consistency, avoiding unnecessary duplicates.
* Option A (Add only the 20 most important colors for the customer's brand): Incorrect. There's no strict limit; the palette should reflect all needed colors, not an arbitrary cap.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 76

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