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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q69-Q74):

NEW QUESTION # 69

What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- B. Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.
- C. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.
- D. With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.

Answer: A,D

Explanation:

According to the SAP Help Portal, you should consider the following regarding mapping candidate statuses for Advanced Analytics:

Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does need to be mapped. This is because all statuses must be mapped to one of the five standard statuses in Advanced Analytics: Apply Completed, Qualified, Interviewed, Offer Made, or Hired. If you have multiple not hired statuses, you can map them to ATS Capture, which is a hidden status that does not appear in the reports.

After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session. This is because the status mappings are not pushed to the Advanced Analytics database until you log out of Command Center or close the browser. If you need to make any changes after logging out, you must contact SAP Customer Support to request a data purge and re-sync.

With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail. This is because the OData integration requires that all statuses are mapped to ensure data consistency and accuracy. The exceptions are when you have a new status that has not been used by any candidates yet, or when you have a status that is not used by any active job requisitions. In these cases, the sync will not fail, but you will receive a warning message and you should map the status as soon as possible. Status mappings can be completed even when there is no candidate data associated with each status on the Talent Pipeline. This is because the status mappings are based on the status names and not on the candidate data. You can map any status that exists in your Recruiting Management system, regardless of whether it has been used by any candidates or not.

NEW QUESTION # 70

Based on leading practices which of the following page types can contain job listings?

- A. Home page
- B. Landing page
- C. Content page
- D. Category page

Answer: C

NEW QUESTION # 71

In order to add the Cloud Skills component to the Career Site, which of the following must be enabled? Note: There are 2 correct answers to this question.

- A. Unified Data Model
- B. Multi-Stage Applications
- C. Mobile Apply
- D. Legacy Candidate Workbench

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Cloud Skills component in Career Site Builder (CSB) displays job skills in a

visually engaging word cloud format, typically on the job page. To enable this:

- * Option A (Mobile Apply): Correct. Mobile Apply ensures candidates can interact with job features (like Cloud Skills) on mobile devices, a prerequisite for modern CSB components.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Mobile Apply must be enabled to support advanced components such as Cloud Skills, ensuring a seamless candidate experience across devices, including mobile."
- * Option D (Unified Data Model): Correct. The Unified Data Model (UDM) provides structured data (e.g., skills from job requisitions) required to populate the Cloud Skills component dynamically.
- * SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "The Cloud Skills component requires the Unified Data Model to be enabled, as it leverages mapped job requisition fields, such as skills, to generate the word cloud display on the career site."
- * Option B (Legacy Candidate Workbench): Incorrect. The Legacy Workbench is an outdated internal tool, unrelated to CSB candidate-facing features like Cloud Skills.
- * Option C (Multi-Stage Applications): Incorrect. Multi-Stage Applications enhance application workflows but aren't required for the Cloud Skills component. SAP's requirements for advanced CSB features support A and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Component Configuration); Unified Data Model Configuration Guide.

NEW QUESTION # 72

What are some SAP-recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- **A. Establish release management.**
- B. Define roles and responsibilities as part of a process transformation office.
- **C. Establish regular housekeeping tasks and procedures.**
- **D. Integrate clean core practices in the end-to-end value process chain.**
- E. Establish an organizational structure, technical foundation, and transformation methodology

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: SAP's clean core strategy minimizes customizations to maintain system integrity and adaptability. Let's explore the guiding principles:

* Option A (Establish release management): Correct. Structured release management ensures updates are applied systematically, preserving clean core standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Establishing release management is a guiding principle for clean core operations, ensuring that updates are applied systematically without disrupting standard functionality."

* Reasoning: For CSB, scheduling quarterly updates (e.g., patching via Command Center) with testing in Stage prevents conflicts with custom code, aligning with SAP's quarterly release cycles (e.g., Q1 2025).

* Practical Example: "Best Run" plans releases, reviewing release notes on sap.com to apply CSB enhancements cleanly.

* Option C (Establish regular housekeeping tasks and procedures): Correct. Routine maintenance prevents data or configuration clutter.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Regular housekeeping tasks, such as data cleanup and configuration reviews, are recommended to maintain a clean core and prevent technical debt."

* Reasoning: Monthly tasks like archiving old jobs or reviewing field mappings in Admin Center keep careers.bestrun.com efficient.

* Practical Example: "Best Run" runs a cleanup script to remove expired requisitions, verified in a test tenant.

* Option D (Integrate clean core practices in the end-to-end value process chain): Correct.

Embedding clean core ensures process alignment with SAP standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Integrating clean core practices into the end-to-end value process chain aligns customizations with SAP standards, enhancing system longevity."

* Reasoning: Using OData APIs for CSB integrations (e.g., job sync) instead of custom scripts maintains upgradability.

* Practical Example: "Best Run" adopts OData for Real Time Job Sync, avoiding legacy SOAP issues.

* Option B: Incorrect. A process transformation office is an organizational choice, not a core principle.

* Option E: Incorrect. This is an implementation approach, not a specific clean core guideline.

* Why A, C, D: These align with SAP's focus on standardization and upkeep, per clean core guidelines.

SAP's clean core principles support A, C, D. References: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 73

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

Answer: A,B,E

NEW QUESTION # 74

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