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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q62-Q67):

NEW QUESTION # 62

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. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- B. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- C. 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.
- D. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.

Answer: C

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 # 63

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Advanced Analytics user permissions are configured in Command Center.
- B. Users must be set up for Recruiter SSO.
- C. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- D. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.

Answer: B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Advanced Analytics (AA) permissions are critical for data access:
* Option B (Users must be set up for Recruiter SSO): Correct. Single Sign-On (SSO) ensures secure, streamlined access to AA.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Users accessing Advanced Analytics must be configured with Recruiter SSO to ensure seamless and secure authentication across Recruiting tools."
* Option D (Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details): Correct. Permissions can be tiered for summary or detailed views.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Permissions can be defined to restrict users to high-level reports or grant drill-down capabilities into detailed recruiting data, based on role requirements."
* Option A: Incorrect. Permissions can be set pre-CSB go-live for testing.
: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide.

NEW QUESTION # 64

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. Careers Home
- B. View All Jobs
- C. Corporate Home
- D. Top Job Searches

Answer: B,D

NEW QUESTION # 65

Which of the following are prerequisites for enabling [feature]?
(Note: The original question was incomplete. I assume it refers to enabling Career Site Builder or a related feature like Unified Data Model based on context.)

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

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Since the question is incomplete, I'll assume it asks about prerequisites for enabling Career Site Builder (CSB), a core component of SAP SuccessFactors Recruiting: Candidate Experience. Here's the analysis:
* Option B (A career site built with Career Site Builder): This is a foundational prerequisite. CSB is the tool used to design and manage the career site within SAP SuccessFactors Recruiting. Without activating and configuring CSB, no career site functionality is possible. It's activated via provisioning and requires initial setup (e.g., site configuration, branding).
* Option A (Advanced Analytics in SAP SuccessFactors Recruiting): This is an optional enhancement, not a prerequisite. Advanced Analytics provides reporting capabilities (e.g., source tracking), but it's not required to enable CSB itself.
* Option C (SAP SuccessFactors Recruiting Posting): While Recruiting Posting integrates with CSB to distribute jobs to external job boards, it's not mandatory to enable CSB. You can use CSB without external posting.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Guide (prerequisites section).

NEW QUESTION # 66

Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

- A. Career Site Builder
- B. Career Site
- C. Delete Jobs
- D. Recruiting Advanced Analytics
- E. API Credentials

Answer: A,B,D

NEW QUESTION # 67

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