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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which of the following is NOT one of the five standard statuses that are displayed in Advanced Analytics?

- A. Apply Complete
- B. Offer Made
- C. Forwarded
- D. Interviewed

Answer: C

NEW QUESTION # 13

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

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

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation: In SAP SuccessFactors Recruiting: Candidate Experience, Career Site Builder (CSB) is a fully hosted solution for career sites, but some customers maintain supplemental career-related content on external sites (e.g., their corporate website) and link it to CSB. Let's analyze why "Content page" is the most common type hosted externally:

* Option A (Content page): Correct. Content pages, such as "About Us," "Company Culture," or

"Benefits," provide static, informational content about the employer. These are frequently hosted on a customer's corporate site because they align with broader branding efforts and may already exist outside the CSB scope. Linking these to CSB ensures candidates can access detailed company info without duplicating it in CSB.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers often maintain content pages, such as 'About Us' or 'Our Values,' on their externally hosted corporate websites. These can be linked from the CSB site via external type links in the header or footer to provide candidates with additional employer information."

* Reasoning: Imagine a company like "Best Run Corp." Their CSB site (careers.bestrun.com) focuses on job listings, but their corporate site (www.bestrun.com) has an "About Us" page detailing their history. A header link in CSB to this external content page enhances the candidate experience without overloading CSB with non-job content.

* Practical Example: In a multi-brand scenario, a customer might link to a corporate "Diversity" page to reinforce their employer brand consistently across platforms.

* Option B (Map page): Incorrect. A "Map page" isn't a standard CSB page type. While CSB integrates Google Maps for job locations, customers rarely host standalone map pages externally, as this functionality is embedded within CSB's search experience.

* Option C (Landing page): Incorrect. Landing pages in CSB are campaign-specific (e.g., for a hiring event) and typically hosted within CSB to leverage data capture forms and job links. External landing pages are less common for career info.

* Option D (Category page): Incorrect. Category pages (e.g., "Sales Jobs") display job listings and are core to CSB's purpose. Hosting them externally defeats CSB's job-centric design.

* Why A is Most Often Chosen: Content pages are static and informational, making them ideal for external hosting where customers already manage broader website content, whereas CSB excels at dynamic job-related pages. SAP's guidance on integrating external resources supports this.

References:
SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (External Links and Page Types).

NEW QUESTION # 14

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation: Exploring released APIs is essential for integration planning in SAP SuccessFactors. Let's evaluate the options:

* Option B (SAP Business Accelerator Hub): Correct. This is SAP's official platform for discovering APIs across its portfolio, including SuccessFactors.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The SAP Business Accelerator Hub (previously API Business Hub) is the recommended tool to explore released APIs for SAP SuccessFactors, providing detailed documentation, endpoints, and sample requests for integration purposes."

* Reasoning: At hub.sap.com, users access APIs like the Recruiting OData API (e.g., /odata/v2

/JobRequisition) with specs, schemas, and sandbox testing. It's designed for developers to review endpoints for CSB integrations.

* Practical Example: For "Best Run," a consultant visits the Hub, searches "SuccessFactors Recruiting," and reviews the OData API, downloading a sample GET

/JobRequisition?\$filter=status eq 'Open' on March 4, 2025.

* Option A (SAP Application Interface Framework): Incorrect. AIF monitors and customizes interfaces in SAP ERP, not for exploring SuccessFactors APIs.

* Option C (SAP Integration Suite): Incorrect. This toolset builds integrations, not a discovery platform for released APIs.

* Why B: The Business Accelerator Hub is SAP's centralized API repository, making it the definitive choice. SAP's API exploration supports B. References: SAP SuccessFactors - Integration Strategy Guide (API Exploration); SAP Business Accelerator Hub Documentation.

NEW QUESTION # 15

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Enter the translations into the Translations menu in CSB.
- B. Create a new header and footer for each translated page.
- C. Duplicate the page from the base locale and enter the translations on the duplicated pages.
- D. Export the default language to an XML file, enter the translations, and import.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:

* Option B (Export the default language to an XML file, enter the translations, and import):

Correct. This bulk translation method streamlines the process for multiple pages or fields.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."

* Reasoning: In CSB > Tools > Export, export the default locale (e.g., en_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.

* Practical Example: For "Best Run," exporting en_US content, translating "Join Us" to "Rejoignez-nous," and importing updates all relevant pages.

* Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual method allows page-specific customization for unique content.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and enter translations directly on the duplicated pages as a flexible method for customer-specific content."

* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en_US"), create "About Us - fr_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.

* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to "Assurance sante" tailors the page.

- * Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.
- * Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"), not customer-specific content, which uses B or C.
- * Why B, C: These methods cater to bulk and manual translation needs, per SAP's localization practices. SAP's localization practices support B and C. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 16

Other Career Site Setup

When Mobile Apply is enabled for Career Site Builder, which elements are consolidated onto a single page for candidates to complete? Note: There are 2 correct answers to this question.

- A. Application template
- B. Offer approval template
- C. Candidate profile template
- D. People profile templates

Answer: A,C

Explanation:

Option C is correct because when Mobile Apply is enabled for Career Site Builder, the application template is consolidated onto a single page for candidates to complete. The application template contains the fields and questions that the candidates need to fill out when applying for a job. The Mobile Apply feature simplifies the application process by reducing the number of pages and clicks that the candidates have to go through on their mobile devices¹.

Option D is correct because when Mobile Apply is enabled for Career Site Builder, the candidate profile template is consolidated onto a single page for candidates to complete. The candidate profile template contains the fields and questions that the candidates need to fill out when creating or updating their profile on the career site. The Mobile Apply feature also simplifies the profile creation and update process by reducing the number of pages and clicks that the candidates have to go through on their mobile devices¹.

Option A is incorrect because when Mobile Apply is enabled for Career Site Builder, the people profile templates are not consolidated onto a single page for candidates to complete. The people profile templates are used to define the fields and sections that appear on the people profile page in the SAP SuccessFactors platform. The people profile page is not part of the career site or the Mobile Apply feature².

Option B is incorrect because when Mobile Apply is enabled for Career Site Builder, the offer approval template is not consolidated onto a single page for candidates to complete. The offer approval template is used to define the fields and sections that appear on the offer approval page in the SAP SuccessFactors platform. The offer approval page is not part of the career site or the Mobile Apply feature³.

Reference:

- 1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification
- 2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning
- 3: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training
- 4: People Profile | SAP Help Portal
- 5: Offer Approval | SAP Help Portal

NEW QUESTION # 17

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