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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q63-Q68):

NEW QUESTION # 63

What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- A. Work with job boards to arrange special pricing for your customer.
- B. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.
- C. Create the customer's standard XML feeds.
- D. Deliver jobs directly to compliance job boards.
- E. Conduct the job delivery intake meeting.

**Answer: B,C,E**

#### NEW QUESTION # 64

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. You exported Site Settings from stage but did NOT update values in the XML file
- B. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- C. The SSL certificate has NOT yet been created.
- D. SAP SuccessFactors has released code to preview, but NOT yet to production.
- E. The Job Alert Email Template has NOT been configured in the CSB stage environment.

**Answer: B,D,E**

#### NEW QUESTION # 65

What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

- A. Category pages host minimal content to allow candidates to find jobs quickly and easily.
- B. Category pages use the same design layout to provide a consistent user experience.
- C. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).
- D. Category pages do NOT contain jobs that appear on other Category pages.
- E. Category pages contain different headers and footers than the Home page.

**Answer: A,B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Category pages in Career Site Builder (CSB) group jobs (e.g., "Sales Jobs") and require best practices for usability and SEO. Let's evaluate:

\* Option C (Page titles should end with the word Jobs or Careers for better search engine optimization (SEO)): Correct. This boosts keyword relevance and ranking.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For optimal SEO, Category page titles should end with 'Jobs' or 'Careers' (e.g., 'Sales Jobs'), improving search engine rankings for job-related queries."

\* Reasoning: "Engineering Jobs" on careers.bestrun.com ranks higher for "engineering jobs" than "Engineering Roles," configured in CSB > Pages > Category > Title.

\* Practical Example: "Best Run" sets "Sales Jobs at Best Run," appearing in Google search results.

\* Option D (Category pages host minimal content to allow candidates to find jobs quickly and easily): Correct. Simplicity aids navigation and focus.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category pages should host minimal content beyond job listings and filters, ensuring candidates can quickly locate and apply for relevant positions."

\* Reasoning: On careers.bestrun.com/sales-jobs, a list with filters (e.g., location) avoids clutter from extra text, improving conversion rates.

\* Practical Example: "Best Run" limits content to 10 jobs and a filter bar, tested for usability.

\* Option E (Category pages use the same design layout to provide a consistent user experience): Correct. Uniformity enhances familiarity.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Use the same design layout across Category pages to ensure a consistent candidate experience, leveraging CSB's templating for uniformity."

\* Reasoning: A two-column layout with jobs on the right and filters on the left, set in CSB > Layouts, applies to "Sales Jobs" and "Tech Jobs."

\* Practical Example: "Best Run" applies this across all categories, verified in a sandbox.

\* Option A: Incorrect. Jobs can overlap (e.g., "Sales" and "Remote Jobs") based on filters.

\* Option B: Incorrect. Headers/footers are global, not page-specific.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Category Pages).

### NEW QUESTION # 66

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**

### NEW QUESTION # 67

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- A. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- B. Create custom generic objects for Goods Sold and Store Size.
- C. Edit the talent pool and select values for the additional attributes.
- D. When naming the talent pool, list all of the attributes and their values.

**Answer: B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools can be customized for retail-specific attributes to support targeted recruitment:

\* Option A (Edit the talent pool and select values for the additional attributes): Correct. After creating custom attributes (e.g., Goods Sold, Store Size), recruiters can edit the talent pool in Recruiting Management to select specific values (e.g., "Electronics" for Goods Sold, "Large" for Store Size) to filter candidates.

\* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Once custom attributes are defined, edit the talent pool in Recruiting Management to select specific values for those attributes, tailoring the pool to specific criteria like Goods Sold or Store Size."

\* Reasoning: This step refines the pool by applying filters, ensuring candidates match store-specific needs. For example, a talent pool named "Retail Electronics Staff" can include candidates with "Electronics" and "Medium" store size preferences.

\* Practical Example: In "Best Run Retail," a recruiter edits the "Electronics Talent Pool," selecting "Electronics" and "Large" to target candidates for big stores.

\* Option C (Create custom generic objects for Goods Sold and Store Size): Correct. Custom Generic Objects in Admin Center extend the system to define these unique attributes, linking them to candidate or job data for use in talent pools.

\* SAP Documentation Excerpt: From the Configuration Guide: "To support attributes like Goods Sold and Store Size in talent pools, create custom Generic Objects in Admin Center to define these fields, then associate them with candidate profiles or job requisitions."

\* Reasoning: Standard fields (e.g., Location) don't cover store-specific data, so creating "GoodsSold" (values: Electronics, Clothing) and "StoreSize" (values: Small, Medium, Large) as Generic Objects enables this use case. This is a foundational setup in Provisioning > Manage Data.

\* Practical Example: For "Best Run," a consultant configures "GoodsSold" with picklist values, then maps it to the talent pool interface.

\* Option B (When naming the talent pool, list all of the attributes and their values): Incorrect.

Naming is descriptive (e.g., "Electronics Staff Pool"), but attributes and values are set via configuration, not the name itself.

: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

### NEW QUESTION # 68

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