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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q61-Q66):

NEW QUESTION #61

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may see different headers and footers.
- B. Internals and externals may be able to apply to different jobs.
- C. Internals and externals may see different page components.
- D. Internals and externals may see different job layouts.

Answer: C,D

NEW OUESTION #62

You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud. In which of the following pages can you configure the skills cloud component?

- A. Home Page
- B. Job Page
- C. Category Page
- D. Landing Page

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Skills Cloud component visually displays job skills as a word cloud, enhancing candidate understanding of role requirements. Let's determine the appropriate page:

- * Option D (Job Page): Correct. The Skills Cloud is configured on the Job Page, where individual job details are presented.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Skills Cloud component can be added to the Job Page in Career Site Builder, displaying a word cloud of skills pulled from the job requisition to highlight key competencies for that role."
- * Reasoning: On careers.bestrun.com/job/123 (a Job Page), the Skills Cloud might show "Java, SQL, Teamwork" sized by relevance, derived from the requisition's skills field via the Unified Data Model (UDM). This placement provides context for a specific job.
- * Practical Example: For a "Software Engineer" job at "Best Run," the cloud emphasizes
- "Python" (large) and "Agile" (smaller), configured in CSB > Job Layouts > Add Component, tested in a sandbox.
- * Option A (Landing Page): Incorrect. Landing Pages focus on campaigns or forms (e.g., a hiring event page), not individual job skill displays.
- * Option B (Category Page): Incorrect. Category Pages list multiple jobs (e.g., "Sales Jobs"), not detailed skill clouds for a single role.
- * Option C (Home Page): Incorrect. The Home Page highlights featured jobs or branding, not specific skill visualizations.
- : SAP SuccessFactors Recruiting: Candidate Experience Career Site Builder Administration Guide (Skills Cloud).

NEW QUESTION #63

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Avoid using bulleted or numbered lists.
- B. Use half the word count or less than conventional writing.
- C. Break up lengthy content and separate with headings.
- D. Use high contrast text, for example, black text on a white background.
- E. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Answer: B,C,D

NEW QUESTION #64

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. Google Translate did NOT contain all of the terms in the text for your customer's site.
- B. The customer requested changes to the localization of system text in Career Site Builder.

- C. The customer has NOT approved the default locale.
- D. The customer translated html tags and tokens in the locale columns of the configuration workbook.
- E. The consultant did NOT include all of the text for the default locale in the configuration workbook.

Answer: C,D,E

NEW OUESTION #65

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Avoid using bulleted or numbered lists.
- B. Use half the word count or less than conventional writing.
- C. Break up lengthy content and separate with headings.
- D. Use high contrast text, for example, black text on a white background.
- E. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Text practices in Career Site Builder (CSB) enhance readability, accessibility, and engagement, aligning with web and WCAG 2.1 standards. Let's explore the options:

- * Option A (Use high contrast text, for example, black text on a white background): Correct. High contrast ensures legibility for all users, including those with visual impairments.
- * SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Use high contrast text, such as black on white, to ensure readability and compliance with accessibility guidelines like WCAG 2.1 for all candidates."
- * Reasoning: On careers.bestrun.com, black job titles on a white background (contrast ratio > 4.5:
- 1) are readable via screen readers like JAWS and meet legal standards. This is configured in CSB
- > Global Styles > Text Settings.
- * Practical Example: "Best Run" sets job descriptions to black on white, improving visibility for a colorblind candidate.
- * Option C (Break up lengthy content and separate with headings): Correct. Headings improve scannability and structure, aiding navigation.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Break up lengthy content with headings (e.g., H2, H3) to enhance candidate comprehension and navigation on CSB pages."
- * Reasoning: A job page with "Job Title" (H2), "Responsibilities" (H3), and "Requirements" (H3) allows quick scanning on careers.bestrun.com/job/123. This is added in CSB > Pages > Content Editor.
- * Practical Example: "Best Run" uses headings to split a 500-word description, tested for readability.
- * Option D (Use half the word count or less than conventional writing): Correct. Concise text suits web users' preference for quick consumption.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Aim for half the word count of conventional writing to keep CSB content concise and engaging for candidates."
- * Reasoning: Reducing a 200-word job summary to 100 words (e.g., "Join our sales team" vs. a verbose paragraph) on careers.bestrun.com improves retention. This is a content strategy applied during page creation.
- * Practical Example: "Best Run" shortens "About Us" to 50 words, verified in a user test.
- * Option B (Avoid using bulleted or numbered lists): Incorrect. Lists enhance readability by organizing information, a recommended practice.
- * Option E (Use a serif font): Incorrect. Sans-serif fonts (e.g., Arial) are preferred for web clarity over serif (e.g., Times New Roman), per modern design standards.
- : SAP SuccessFactors Recruiting: Candidate Experience Career Site Builder Accessibility Guide.

NEW QUESTION #66

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