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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q29-Q34):

### NEW QUESTION # 29

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Auto Disqualified
- B. Invited to Apply
- C. Forwarded
- D. Withdrawn by Candidate

**Answer: B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting. Let's identify exceptions:

- \* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply" does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
- \* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
- \* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
- \* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded" is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."
- \* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
- \* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
- \* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
- \* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
- \* Why B, C: These are pre- or non-pipeline states, per SAP's mapping rules. SAP's status mapping guidelines support B and C.

References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

### NEW QUESTION # 30

Your new customer will be implemented using the Unified Data Model has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor?

Note: There are 3 correct answers to this question.

- A. The Apply Now button should be present only at the bottom of the job page.
- B. The default layout can be used for specific jobs even when the job matches the layout rules for a different job layout.
- C. Some layouts will have one column some will have two columns some will have three columns.
- D. Regardless of the number of columns used the search bar must span across the top of all job pages.
- E. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.

**Answer: B,C,E**

### NEW QUESTION # 31

What are some key features of a fully hosted Career Site Builder (CSB) site?

Note: There are 2 correct answers to this question.

- A. All information regarding available jobs additional information pertaining to employment are displayed in the CSB site.
- B. The customer maintains their own career site in addition to the CSB career site.
- C. When a candidate visits a company's corporate site clicks a link to view careers they are directed to an applicant tracking system.
- D. When a candidate visits a company's corporate site clicks a link to view careers they are directed to the CSB site.

**Answer: A,B**

**NEW QUESTION # 32**

You have set up Real Time Job Sync. The sync is working but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure?

Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include a country.
- B. The recruiter did NOT include the job with Sync Recruiting Jobs.
- C. The recruiter did NOT include a job description.
- D. The recruiter does NOT have permissions for Career Site Builder.

**Answer: B,C**

**NEW QUESTION # 33**

What happens if a candidate is navigating the Career Site Builder site clicks to access a branded page that has NOT been built?

- A. The page for the default brand will display.
- B. A message will display asking the candidate to select a brand.
- C. The home page for that brand will display.
- D. An error message will be displayed.

**Answer: D**

**NEW QUESTION # 34**

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