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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q31-Q36):

### NEW QUESTION # 31

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. Include multiple links to the customer's corporate site.
- B. When a user clicks on the link, immediately display what the user expects to see.
- C. If blue text is used on the site, ensure that it's always used to represent links.
- D. Populate the title text for each link.
- E. All external links from the career site should open in the same browser window.

**Answer: B,C,D**

### NEW QUESTION # 32

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note: There are 2 correct answers to this question.

- A. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- B. Recommend that your customer opt-in for the Organic Network.
- C. Add a campaign code to all XML job feeds that you create for your customer.
- D. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.

**Answer: A,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Tracking candidates from a corporate site to CSB requires source attribution for accurate reporting in Advanced Analytics. Let's detail the necessary actions:

\* Option A (Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site): Correct. Backlinks with UTM parameters (e.g., ?source=corporate) enable tracking of candidate origins.

\* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Provide source-coded backlinks (e.g., careers.company.com/?source=corporate) to the customer for placement on their corporate site, allowing Advanced Analytics to report on candidates arriving from these links."

\* Reasoning: Replacing www.bestrun.com/careers with careers.bestrun.com/?source=corp tracks referrals. The consultant provides a link template (e.g., careers.bestrun.com/?

utm\_source=corporate&utm\_medium=web&utm\_campaign=referral) for the customer to implement on their site.

\* Practical Example: For "Best Run," the customer updates www.bestrun.com/careers to the coded link, and AA shows 50 candidates from this source in March 2025.

\* Option D (Submit the Referral Engine Task support ticket after moving your customer's CSB site to production): Correct. The Referral Engine enhances tracking of external referrals, requiring a support ticket for activation.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "After moving the CSB site to production, submit the Referral Engine Task support ticket to enable advanced tracking of candidate referrals from external sites, such as the corporate website, in reporting tools."

\* Reasoning: Post-production (e.g., March 1, 2025), the consultant submits a ticket via the SAP Support Portal, requesting Referral Engine setup. This backend feature processes referral data for AA.

\* Practical Example: For "Best Run," the ticket activates tracking, and a report shows 75% of referrals from www.bestrun.com.

\* Option B (Recommend that your customer opt-in for the Organic Network): Incorrect. The Organic Network is unrelated to corporate site tracking; it's for organic search optimization.

\* Option C (Add a campaign code to all XML job feeds): Incorrect. XML feeds track job board sources, not corporate site referrals.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide; Career Site Builder Administration Guide.

### NEW QUESTION # 33

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") on the

candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- B. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.
- C. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.
- D. The candidate selects "Hear more about career opportunities" when creating an account.
- E. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.

**Answer: C,D,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The "Hear more about career opportunities" flag ensures GDPR-compliant consent for email campaigns:

\* Option A (The candidate updates the setting from their candidate profile): Correct. Candidates can opt in/out via their profile settings post-account creation.

\* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates may update their 'Hear more about career opportunities' preference directly in their candidate profile, providing flexibility to manage marketing consent."

\* Option C (The candidate selects "Hear more about career opportunities" when creating an account): Correct. During account creation (e.g., via data capture form), candidates can opt in.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When creating an account, candidates are presented with an option to select 'Hear more about career opportunities,' enabling consent for email campaigns at the point of registration."

\* Option D (An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the option is enabled): Correct. A consent email with an opt-in link updates the flag upon candidate action.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "An Initial Consent email campaign can be sent to candidates, and clicking the opt-in link will enable the 'Hear more about career opportunities' flag, ensuring compliance with consent regulations."

\* Option B (A back-end script is run): Incorrect. Scripts aren't a standard method; consent must be candidate-driven for compliance.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

#### NEW QUESTION # 34

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and custom XML feeds
- B. Automated Recruiting Posting and scheduled job scraping
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated standard XML feeds and scheduled job scraping

**Answer: A,C**

#### NEW QUESTION # 35

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- A. Custom third-party cascading style sheets (CSS)
- B. Custom third-party libraries
- C. Custom third-party analytics for tracking purposes
- D. Custom third-party chatbots
- E. Custom third-party survey tools

**Answer: A,C,E**

#### NEW QUESTION # 36

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