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- A. Withdrawn by Candidate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

Answer: B,D

NEW QUESTION # 30

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- A. Configure a color or image for the search bar for each of your customer's brands.
- **B. Configure options for the search results page and the job results cards for each of your customer's brands.**
- C. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- **D. Enable location-based searches on the search bar.**
- **E. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.**

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation: The Unified Data Model (UDM) enhances CSB's search experience:

* Option A (Enable location-based searches on the search bar): Correct. UDM supports location-based filtering (e.g., via Google Maps integration), a key feature for candidate search.

* Option D (Select fields from the job requisition template for the search results card and designate on which line of the card to display each): Correct. UDM allows customization of search result cards (e.g., title, location) via mapped fields, configurable in CSB.

* Option E (Configure options for the search results page and the job results cards for each of your customer's brands): Correct. Multi-brand sites can tailor search results and cards per brand in CSB.

* Option B (Select fields from the job requisition template to display in individual drop-down menus on the search bar): Incorrect. Drop-downs are predefined (e.g., category, location), not fully customizable per requisition fields.

* Option C (Configure a color or image for the search bar for each of your customer's brands):

Incorrect. Search bar styling is global, not brand-specific. SAP's Unified Data Model Configuration Guide confirms A, D, E as configurable search options. References: SAP SuccessFactors Recruiting:

Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 31

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- **A. API Key is from CSB > Settings > Site Configuration > Site Integrations.**
- B. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- **C. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.**
- D. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.

Answer: A,C

Explanation:

When setting up Real Time Job Sync, the values to populate the Service Provider Settings in Provisioning can be found in two places:

The URLs, Username, and Password are from CSB > Tools > Manage API Credentials¹. The Manage API Credentials page allows you to enter or modify authentication information that connects SAP SuccessFactors Recruiting with Career Site Builder for Real Time Job Sync¹.

The API Key is from CSB > Settings > Site Configuration > Site Integrations². The Site Integrations page provides information about the integration between your career site instance and SAP SuccessFactors²

NEW QUESTION # 32

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

Answer: A

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.

* Why D: The Job Page is the logical placement for role-specific visuals, per SAP's component design.

SAP's Skills Cloud documentation supports D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Skills Cloud).

NEW QUESTION # 33

Implement Advanced Analytics

Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Allows customers to track direct and indirect recruiting costs for job postings
- B. Allows customers to evaluate trends in source performance over time
- C. Allows customers to drill into recruiting data such as dates, brands, and job categories
- D. Provides a variety of options for generating graphics to display report results
- E. Provides insight into which sources are delivering high-quality candidates

Answer: B,D,E

Explanation:

Option B is correct because Advanced Analytics provides insight into which sources are delivering high-quality candidates.

Advanced Analytics measures the source quality by calculating the conversion rates of candidates from different sources at each stage of the recruiting funnel, such as visits, applications, interviews, and hires. This helps customers to evaluate the effectiveness and return on investment of their sources and optimize their sourcing strategy¹.

Option C is correct because Advanced Analytics allows customers to drill into recruiting data such as dates, brands, and job categories. Advanced Analytics enables customers to filter and segment the data by various dimensions, such as date range, brand, locale, job category, job function, job level, and source. This allows customers to analyze the data in more detail and compare the performance of different segments¹.

Option D is correct because Advanced Analytics allows customers to evaluate trends in source performance over time. Advanced Analytics displays the data in graphical and tabular formats, such as line charts, bar charts, pie charts, and tables. These formats allow customers to visualize the changes and patterns in the data over time and identify the sources that are increasing or decreasing in quality and quantity¹.

Option A is incorrect because Advanced Analytics does not provide a variety of options for generating graphics to display report results. Advanced Analytics uses predefined graphics that are based on the best practices and standards for data visualization. Customers cannot customize or change the graphics in Advanced Analytics².

Option E is incorrect because Advanced Analytics does not allow customers to track direct and indirect recruiting costs for job postings. Advanced Analytics does not capture or calculate the costs associated with the sources or the job postings. Advanced Analytics focuses on the candidate behavior and outcomes, not on the financial aspects of recruiting².

Reference:

1: Advanced Analytics | SAP Help Portal

2: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training

NEW QUESTION # 34

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