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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q43-Q48):

NEW QUESTION # 43

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Site banner
- B. Headers
- C. Social share
- D. Colors
- E. Footers

Answer: B,D,E

NEW QUESTION # 44

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

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Moving CSB from stage to production requires readiness:

* Option A (The SSL certificate has NOT yet been created): Correct. An SSL certificate is mandatory for secure production access.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "An SSL certificate must be created and installed before moving the CSB site to production to ensure secure candidate access via HTTPS."

* Option B (The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production): Correct. Key integrations like Real Time Job Sync must be production-ready.

* SAP Documentation Excerpt: From the Implementation Handbook: "Site setup steps, including Real Time Job Sync configuration, must be completed in the production environment prior to the CSB site move to ensure functionality."

* Option C (SAP SuccessFactors has released code to preview, but NOT yet to production): Correct.

Code misalignment between environments blocks the move.

* SAP Documentation Excerpt: From the Implementation Handbook: "If SAP SuccessFactors has released code to the preview environment but not yet to production, the CSB site move will be prevented until environments are synchronized."

* Option D: Incorrect. Job Alert templates are configurable post-move if needed.

* Option E: Incorrect. Updating XML values is a consultant task, not a blocker. SAP's guidelines identify A, B, C as preventing conditions. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook.

NEW QUESTION # 45

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. Create the Home page for the locale instead of duplicating it from the default locale.
- B. If the customer requires only one language and it is NOT en_US, you can change the default locale.
- C. Use Google Translate to translate text for locales.
- D. Follow the same layout for the localized pages as the default locale.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Creating locales in Career Site Builder (CSB) ensures a consistent multi-language experience for candidates. Let's evaluate the leading practices:

* Option C (Follow the same layout for the localized pages as the default locale): Correct.

Maintaining a consistent layout across locales enhances usability and reduces confusion.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to maintain the same page layout for localized pages as the default locale, ensuring a consistent candidate experience regardless of language."

* Reasoning: If the en_US Home page has a banner, job search bar, and footer, the fr_FR version should mirror this structure (e.g., careers.bestrun.com/fr). This is configured in CSB > Pages > Layout, ensuring navigation remains intuitive.

* Practical Example: For "Best Run," the French Home page retains the same two-column layout as English, with "Rechercher des emplois" replacing "Search Jobs."

* Option D (If the customer requires only one language and it is NOT en_US, you can change the default locale): Correct. Flexibility to set a non-default language simplifies single-language sites.

* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a customer requires only one language and it is not en_US (e.g., fr_FR), the default locale can be changed in CSB settings to match the customer's primary language."

* Reasoning: In CSB > Settings > Site Configuration > Locales, changing the default from en_US to fr_FR ensures all system text (e.g., "Apply") appears as "Soliciter" from the start, avoiding translation overhead.

* Practical Example: For a French-only "Best Run" site, setting fr_FR as default eliminates en_US prompts, verified in a sandbox.

* Option A (Create the Home page for the locale instead of duplicating): Incorrect. Duplicating the default locale's Home page is faster and ensures consistency, as creating from scratch risks misalignment.

* Option B (Use Google Translate): Incorrect. Google Translate lacks precision for technical or brand-specific terms; manual or professional translation is recommended to avoid errors.

* Why C, D: These practices balance consistency and flexibility, verified via CSB localization workflows. SAP's localization practices support C and D. References: SAP SuccessFactors Recruiting:

Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 46

Career Site Builder Pages and Components

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Category page
- **B. Content page**
- C. Landing page
- D. Map page

Answer: B

Explanation:

A content page is a type of page that can be created and edited in Career Site Builder, and it is used to display static or dynamic content, such as text, images, videos, or forms. A content page can be linked to other pages or external sites, and it can be customized with different styles, components, and layouts. Some customers may choose to host some of their content pages externally, and link them with their CSB site, for various reasons, such as:

They have existing content pages on their corporate website or intranet that they want to reuse or integrate with their CSB site, without duplicating or migrating them.

They have complex or interactive content pages that require advanced coding or functionality that is not supported by CSB, such as animations, games, quizzes, or surveys.

They have content pages that need to comply with specific legal or security requirements that are not met by CSB, such as data privacy, encryption, or authentication.

Some examples of content pages that are often hosted externally and linked with CSB sites are:

About Us: This page provides information about the company's history, vision, mission, values, and culture. It may also include testimonials, awards, or achievements of the company or its employees.

Diversity and Inclusion: This page showcases the company's commitment and efforts to foster a diverse and inclusive workplace, and to support various groups and initiatives, such as women, veterans, LGBTQ+, or sustainability.

Benefits: This page details the benefits and perks that the company offers to its employees, such as health insurance, retirement plan, wellness program, or employee discounts.

Learning and Development: This page highlights the learning and development opportunities and resources that the company provides to its employees, such as training courses, certifications, mentoring, or career coaching.

Events: This page lists the upcoming events that the company is hosting or participating in, such as webinars, career fairs, or networking sessions. It may also allow candidates to register or RSVP for the events. Reference

<https://training.sap.com/course/hr832-sap-successfactors-recruiting-candidate-experience-administration-classroom-094-g-en/>

<https://learning.sap.com/learning-journeys/configure-sap-successfactors-recruiting-recruiter-experience>

NEW QUESTION # 47

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. Corporate Home
- B. View All Jobs
- C. Top Job Searches
- D. Careers Home

Answer: B,C

NEW QUESTION # 48

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