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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q33-Q38):

NEW QUESTION # 33

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

Note: There are 2 correct answers to this question.

- A. The customer maintains their own career site in addition to the CSB career site.
- B. All information regarding available jobs additional information pertaining to employment are displayed in the CSB 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 # 34

Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- B. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- C. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- D. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Cookie management in CSB complies with privacy laws (e.g., GDPR), allowing candidates to adjust preferences like enabling LinkedIn cookies for features like Apply with LinkedIn. Let's analyze:

* Option A (The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences): Correct. CSB's Cookie Consent Manager lets candidates revisit and modify settings via a persistent link.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "To allow candidates to modify cookie preferences after their initial choice, configure a link in the header or footer (e.g., 'Cookie Settings') that opens the Cookie Consent Manager, enabling changes such as enabling LinkedIn cookies."

* Reasoning: If a candidate disables LinkedIn cookies initially, they can't use Apply with LinkedIn (which requires cookies for authentication). A footer link like "Manage Cookies" reopens the manager, where they toggle LinkedIn cookies on.

* Practical Example: For "Best Run Corp," a footer link `Cookie Preferences` triggers the manager, allowing "Enable LinkedIn" to be checked.

* Option B: Incorrect. A home page component to "Accept All Cookies" overrides prior choices but isn't a standard feature and risks non-compliance with opt-in laws.

* Option C: Incorrect. Preferences are adjustable, not permanent, per SAP's design for flexibility.

* Option D: Incorrect. The cookie banner appears only on the first visit or after cache clear, not every visit, to avoid annoyance.

* Why A: SAP mandates a candidate-controlled method to revisit preferences, making A the only compliant, practical solution.

SAP's cookie consent design supports A. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Cookie Consent).

NEW QUESTION # 35

Configure Locales

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

- A. Follow the same layout for the localized pages as 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. Create the Home page for the locale instead of duplicating it from the default locale.

Answer: A,B

Explanation:

Some leading practices to create locales in Career Site Builder are:

If the customer requires only one language and it is NOT en_US, you can change the default locale. This will save you time and effort as you do not need to create a new locale and duplicate the pages and components. You can simply edit the default locale and change the language and other settings as needed.

Follow the same layout for the localized pages as the default locale. This will ensure consistency and usability across different languages and regions. You can use the same page templates and components for the locales, and only change the text and images as required².

The other options are not leading practices for creating locales in Career Site Builder:

Using Google Translate to translate text for locales is not recommended as it may result in inaccurate or inappropriate translations. You should use a professional translation service or a native speaker to ensure the quality and accuracy of the text³.

Creating the Home page for the locale instead of duplicating it from the default locale is not a leading practice as it will create extra work and maintenance. You can use the Duplicate Page feature to copy the Home page from the default locale and then edit the text and images as needed for the locale⁴.

NEW QUESTION # 36

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. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- C. Recommend that your customer opt-in for the Organic Network.
- D. Add a campaign code to all XML job feeds that you create for your customer.

Answer: A,B

Explanation:

According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course¹, the actions you need to take to facilitate reporting on which candidates arrived at the CSB site from the corporate site are:

Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site. This means that you need to add a source parameter to the URL of each link that points to the CSB site, such as ?source=corporate. This will allow the CSB site to track the source of the traffic and report it in the Advanced Analytics dashboard¹.

Submit the Referral Engine Task support ticket after moving your customer's CSB site to production. This is a mandatory step that enables the Referral Engine feature, which is a tool that allows you to create and manage referral campaigns for your CSB site. The Referral Engine also provides reporting on the referral sources and conversions of the candidates who applied through the CSB site¹.

Adding a campaign code to all XML job feeds that you create for your customer is not an action you need to take to facilitate reporting on which candidates arrived at the CSB site from the corporate site. This is because the campaign code is used to track the performance of the job postings on external platforms, such as job boards or social media, and not on the corporate site. The campaign code is also optional and not required for the XML job feeds to work^{2,3}.

Recommending that your customer opt-in for the Organic Network is not an action you need to take to facilitate reporting on which candidates arrived at the CSB site from the corporate site. This is because the Organic Network is a feature that allows your customer to leverage the existing traffic on their CSB site to promote their jobs to other relevant candidates, and not to track the traffic from their corporate site. The Organic Network is also optional and not required for the CSB site to function⁴.

NEW QUESTION # 37

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title:	Jobs at Best Run
Meta Keywords:	Sales, Engineering, Human Resources, Management Jobs
Meta Description:	Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more

Note: There are 2 correct answers to this question.

- A. When Jobs at Best Run is returned in search engine results it will display as a link to the CSB site.
- B. Populating the Meta Keywords field is much more important than using keywords in the page content.
- C. When a user opens the home page for the site Jobs at Best Run will display on the browser tab.
- D. Assuming that metadata leading practices have been followed when a user opens a Category page on the site Jobs at Best Run will display on the browser tab.

Answer: B,D

NEW QUESTION # 38

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