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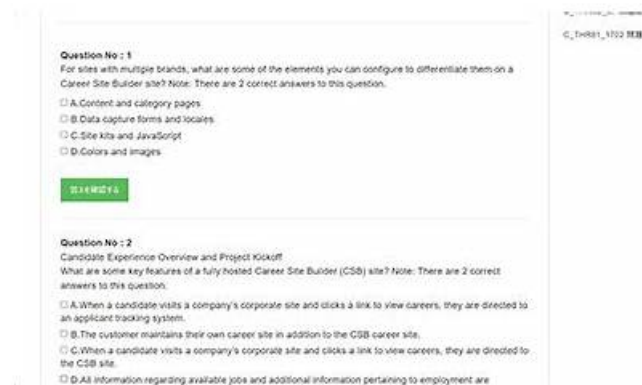

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q28-Q33):

NEW QUESTION # 28
What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

- A. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).
- B. Category pages contain different headers and footers than the Home page.
- C. Category pages do NOT contain jobs that appear on other Category pages.

- D. Category pages host minimal content to allow candidates to find jobs quickly and easily.
- E. Category pages use the same design layout to provide a consistent user experience.

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Category pages in Career Site Builder (CSB) group jobs (e.g., "Sales Jobs") and require best practices for usability and SEO. Let's evaluate:
* Option C (Page titles should end with the word Jobs or Careers for better search engine optimization (SEO)): Correct. This boosts keyword relevance and ranking.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "For optimal SEO, Category page titles should end with 'Jobs' or 'Careers' (e.g., 'Sales Jobs'), improving search engine rankings for job-related queries."
* Reasoning: "Engineering Jobs" on careers.bestrun.com ranks higher for "engineering jobs" than
"Engineering Roles," configured in CSB > Pages > Category > Title.
* Practical Example: "Best Run" sets "Sales Jobs at Best Run," appearing in Google search results.
* Option D (Category pages host minimal content to allow candidates to find jobs quickly and easily): Correct. Simplicity aids navigation and focus.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "Category pages should host minimal content beyond job listings and filters, ensuring candidates can quickly locate and apply for relevant positions."
* Reasoning: On careers.bestrun.com/sales-jobs, a list with filters (e.g., location) avoids clutter from extra text, improving conversion rates.
* Practical Example: "Best Run" limits content to 10 jobs and a filter bar, tested for usability.
* Option E (Category pages use the same design layout to provide a consistent user experience):
Correct. Uniformity enhances familiarity.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "Use the same design layout across Category pages to ensure a consistent candidate experience, leveraging CSB's templating for uniformity."
* Reasoning: A two-column layout with jobs on the right and filters on the left, set in CSB > Layouts, applies to "Sales Jobs" and "Tech Jobs."
* Practical Example: "Best Run" applies this across all categories, verified in a sandbox.
* Option A: Incorrect. Jobs can overlap (e.g., "Sales" and "Remote Jobs") based on filters.
* Option B: Incorrect. Headers/footers are global, not page-specific.
* Why C, D, E: These optimize discovery and UX, per SAP. SAP's Category page guidance supports C, D, E.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Category Pages).

NEW QUESTION # 29
Other Career Site Setup
What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site?Note: There are 2 correct answers to this question.

- A. <company>.careers.com
- B. jobs.<company>.com
- C. careers.<company>.com
- D. <company>.com/jobs

Answer: B,C

Explanation:
When setting up a subdomain for a customer's Career Site Builder site, the recommended naming convention is to use either careers.
<company>.com or jobs.<company>.com, where <company> is the name of the customer's organization. These naming conventions are preferred because they:
Indicate the purpose of the site, which is to showcase the career opportunities and the job openings of the customer.
Enhance the search engine optimization (SEO) of the site, which helps to rank higher in the search results and attract more traffic and candidates.
Maintain the branding and identity of the customer, which helps to build trust and recognition among the candidates and the visitors.
Simplify the domain management and maintenance, which reduces the complexity and the cost of the site administration.
The other two options are incorrect because:
<company>.careers.com: This naming convention is not recommended because it uses a generic top-level domain (TLD) of .com, which does not indicate the specific country or region of the customer. This could cause confusion and ambiguity among the candidates and the visitors, especially if the customer operates in multiple markets or locations. Moreover, this naming convention could conflict with other existing domains that use the same TLD and the same prefix of careers.

<company>.com/jobs: This naming convention is not recommended because it uses a subdirectory or a subfolder of /jobs, rather than a subdomain. This could affect the performance and the security of the site, as well as the SEO ranking. For example, using a subdirectory could slow down the loading speed of the site, as it shares the same server and the same resources with the main domain. It could also expose the site to more risks and vulnerabilities, as it inherits the same security settings and the same certificates as the main domain. Furthermore, using a subdirectory could lower the SEO ranking of the site, as it competes with the main domain and the other subdirectories for the same keywords and the same authority.
Reference:
SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
[THR84 - SAP SuccessFactors Recruiting: Candidate Experience Academy]
[THR84 - Unit 2: Site Setup]

NEW QUESTION # 30
Other Career Site Setup
Where is the Job Alerts Email Template configured?

- A. Command Center
- B. Career Site Builder
- C. Recruiting Email Triggers
- D. E-Mail Notification Templates Settings

Answer: D

Explanation:
The Job Alerts Email Template is configured in the E-Mail Notification Templates Settings. This is where you can customize the content and appearance of the email that candidates receive when they subscribe to job alerts on the career site1. You can also specify the sender name, sender email address, subject line, and footer for the job alerts email2.
The other options are not correct places to configure the Job Alerts Email Template:
Command Center: This is where you can manage the career site builder projects, sites, and settings, but not the email templates3.
Recruiting Email Triggers: This is where you can configure the email notifications that are sent to candidates, recruiters, and hiring managers based on certain events or actions in the recruiting process, but not the job alerts email4.
Career Site Builder: This is where you can design and build the career site pages, components, and styles, but not the email templates5.

NEW QUESTION # 31
Your customer has defined 10 categories. They require 2 languages and 2 brands on their career site, and want the same Category pages represented for all brands and languages.How many Category pages should be created?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:
The number of Category pages that should be created for a career site with 10 categories, 2 languages, and 2 brands is 40. This is because each Category page needs to be created for each combination of language and brand, to ensure that the content and layout are consistent and appropriate for each audience. For example, if the categories are Accounting, Engineering, Marketing, Sales, IT, HR, Finance, Operations, Customer Service, and Legal, and the languages are English and French, and the brands are Brand A and Brand B, then the following Category pages need to be created:
Accounting - English - Brand A
Accounting - English - Brand B
Accounting - French - Brand A
Accounting - French - Brand B
Engineering - English - Brand A
Engineering - English - Brand B
Engineering - French - Brand A
Engineering - French - Brand B

Marketing - English - Brand A
Marketing - English - Brand B
Marketing - French - Brand A
Marketing - French - Brand B
Sales - English - Brand A
Sales - English - Brand B
Sales - French - Brand A
Sales - French - Brand B
IT - English - Brand A
IT - English - Brand B
IT - French - Brand A
IT - French - Brand B
HR - English - Brand A
HR - English - Brand B
HR - French - Brand A
HR - French - Brand B
Finance - English - Brand A
Finance - English - Brand B
Finance - French - Brand A
Finance - French - Brand B
Operations - English - Brand A
Operations - English - Brand B
Operations - French - Brand A
Operations - French - Brand B
Customer Service - English - Brand A
Customer Service - English - Brand B
Customer Service - French - Brand A
Customer Service - French - Brand B
Legal - English - Brand A
Legal - English - Brand B
Legal - French - Brand A
Legal - French - Brand B
Therefore, the total number of Category pages is 10 x 2 x 2 = 40. Reference:
SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP SuccessFactors Recruiting: Candidate Experience Academy
HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION # 32
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 consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- C. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- 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:
The Cookie Consent Manager is a feature that allows candidates to view and modify their cookie preferences on the Career Site Builder site. The Cookie Consent Manager can be accessed by clicking on a link in the header or footer of the site, which the consultant must configure in the Career Site Builder settings. The link can be customized with different text, icon, and style options. Once the candidate clicks on the link, they can see the list of cookies that are used on the site, and choose to enable or disable them based on their preferences. The candidate can also view the cookie policy and the privacy statement from the Cookie Consent Manager. The candidate's cookie preferences are stored in their browser and applied on subsequent visits to the site, unless they clear their browser cache or change their preferences again. 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 # 33

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