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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q54-Q59):

NEW QUESTION # 54

What must you consider when configuring custom headers in Career Site Builder?

- A. The Logo component is required.
- **B. The Sign-In and Language component is required.**
- C. Each component in a custom header must be configured on a separate row.
- D. If a custom header is configured, then all of the headers on the career site must be custom.

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Custom headers in Career Site Builder (CSB) allow branding and navigation customization, but certain considerations ensure functionality and compliance. Let's evaluate:

* Option C (The Sign-In and Language component is required): Correct. This component enables candidates to log in and switch languages, a mandatory feature for a usable site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When configuring custom headers in CSB, the Sign-In and Language component is required to provide candidates with access to their profiles and language options, ensuring a functional and inclusive site."

* Reasoning: Without Sign-In (for returning candidates) and Language (for multi-locale sites like careers.bestrun.com/en or /fr), the header lacks core functionality. For "Best Run," this appears as

"Sign In | EN | FR" in the top right, configured in CSB > Headers > Add Component.

* Practical Example: In a custom header for "Best Run," adding this component ensures a French candidate can switch to fr_FR, tested in a staging environment.

* Option A (The Logo component is required): Incorrect. A logo is recommended for branding but optional; a text-based header (e.g., "Best Run Jobs") is acceptable.

* Option B (Each component must be on a separate row): Incorrect. Components (e.g., logo, navigation) can share rows for flexible design, set in CSB > Headers > Layout.

* Option D (All headers must be custom): Incorrect. Custom headers can coexist with default headers on other pages, offering design flexibility.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Configuration).

NEW QUESTION # 55

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- **B. The recruiter did NOT include a country.**
- C. The recruiter did NOT include a job description.
- **D. The recruiter did NOT include the job with Sync Recruiting Jobs.**

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In

Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.

* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.

* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Management Guide.

NEW QUESTION # 56

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

Answer: C,D

NEW QUESTION # 57

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Build the customer's CSB site using custom plugins.
- B. Work with the customer to develop a job distribution strategy.
- C. Implement backlinks on the customer's corporate web site that link to their CSB site.
- D. Ensure that the job data supports the customer's recruiting strategy.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A functional consultant's role in a CSB implementation focuses on strategy and configuration:

* Option B (Work with the customer to develop a job distribution strategy): Correct. Consultants collaborate with customers to align job distribution (e.g., via XML feeds, Recruiting Posting) with recruitment goals.

* SAP Documentation Excerpt: From the Implementation Handbook: "The functional consultant is responsible for working with the customer to define a job distribution strategy, ensuring that job postings are effectively delivered to target sources using Career Site Builder and Recruiting Marketing tools."

* Option C (Ensure that the job data supports the customer's recruiting strategy): Correct.

Consultants configure job fields and mappings to reflect strategic priorities (e.g., key roles, locations).

* SAP Documentation Excerpt: From the Implementation Handbook: "A key responsibility of the functional consultant is to ensure that job data, including requisition fields and mappings, supports the customer's recruiting strategy within the CSB implementation."

* Option A (Build the customer's CSB site using custom plugins): Incorrect. Custom plugins are technical enhancements outside a functional consultant's typical scope; CSB uses standard tools.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Consultant Responsibilities).

NEW QUESTION # 58

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 59

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