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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q18-Q23):

NEW QUESTION # 18
What are the options for enabling the ?Hear more about career opportunities? flag (also called ?Consent to Marketing") on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the ?Hear more about career opportunities? option is enabled.
- B. A recruiter updates the setting for ?Hear more about career opportunities? from the candidate's profile.
- C. A back-end script is run to update all candidates? settings for ?Hear more about career opportunities?.
- D. The candidate updates the setting for ?Hear more about career opportunities" from their candidate profile.
- E. The candidate selects ?Hear more about career opportunities" when creating an account.

Answer: A,D,E

NEW QUESTION # 19

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- B. Withdrawn by Candidate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

Answer: C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting.
Let's identify exceptions:
* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "'Invited to Apply' does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "'Forwarded' is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate- facing pipeline status."
* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.
: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

NEW QUESTION # 20

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Use half the word count or less than conventional writing.
- B. Use high contrast text, for example, black text on a white background.
- C. Break up lengthy content and separate with headings.
- D. Avoid using bulleted or numbered lists.
- E. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Answer: A,B,C

NEW QUESTION # 21

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.
- B. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- C. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- D. SSL certificates must be installed for both the stage and production CSB environments.
- E. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.

Answer: B,C,E

NEW QUESTION # 22

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

Answer: A,B

NEW QUESTION # 23

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