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

NEW QUESTION # 28

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

Answer: C,D

NEW QUESTION # 29

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Professional Services
- B. Consultant submits a request through the SAP Support Portal
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Functional consultant or customer

Answer: D

NEW QUESTION # 30

Your customer requires a branded career site and is using the Unified Data Model. What are some of the configuration steps that you must complete? Note: There are 3 correct answers to this question.

- A. Create the brands from Manage Data.
- B. Configure a custom Marketing Brand Generic Object.
- C. Configure the standard Marketing Brand Generic Object.
- D. Map the brand field from Setup Recruiting Marketing Job Field Mapping.
- E. Create a microsite for each brand.

Answer: B,C,E

NEW QUESTION # 31

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

- A. Category pages host minimal content to allow candidates to find jobs quickly and easily.
- B. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).
- C. Category pages contain different headers and footers than the Home page.
- D. Category pages use the same design layout to provide a consistent user experience.
- E. Category pages do NOT contain jobs that appear on other Category pages.

Answer: A,B,D

NEW QUESTION # 32

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- A. Create custom generic objects for Goods Sold and Store Size.
- B. Edit the talent pool and select values for the additional attributes.
- C. When naming the talent pool, list all of the attributes and their values.
- D. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools can be customized for retail-specific attributes to support targeted recruitment:

* Option A (Edit the talent pool and select values for the additional attributes): Correct. After creating custom attributes (e.g., Goods Sold, Store Size), recruiters can edit the talent pool in Recruiting Management to select specific values (e.g., "Electronics" for Goods Sold, "Large" for Store Size) to filter candidates.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Once custom attributes are defined, edit the talent pool in Recruiting Management to select specific values for those attributes, tailoring the pool to specific criteria like Goods Sold or Store Size."

* Reasoning: This step refines the pool by applying filters, ensuring candidates match store-specific needs. For example, a talent pool named "Retail Electronics Staff" can include candidates with "Electronics" and "Medium" store size preferences.

* Practical Example: In "Best Run Retail," a recruiter edits the "Electronics Talent Pool," selecting "Electronics" and "Large" to target candidates for big stores.

* Option C (Create custom generic objects for Goods Sold and Store Size): Correct. Custom Generic Objects in Admin Center extend the system to define these unique attributes, linking them to candidate or job data for use in talent pools.

* SAP Documentation Excerpt: From the Configuration Guide: "To support attributes like Goods Sold and Store Size in talent pools, create custom Generic Objects in Admin Center to define these fields, then associate them with candidate profiles or job requisitions."

* Reasoning: Standard fields (e.g., Location) don't cover store-specific data, so creating "GoodsSold" (values: Electronics, Clothing) and "StoreSize" (values: Small, Medium, Large) as Generic Objects enables this use case. This is a foundational setup in Provisioning > Manage Data.

* Practical Example: For "Best Run," a consultant configures "GoodsSold" with picklist values, then maps it to the talent pool interface.

* Option B (When naming the talent pool, list all of the attributes and their values): Incorrect.

Naming is descriptive (e.g., "Electronics Staff Pool"), but attributes and values are set via configuration, not the name itself.

: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 33

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