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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q72-Q77):

NEW QUESTION # 72

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

Answer: A,C

NEW QUESTION # 73

Your customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Map each Job Location Generic Object to a Location Foundation Object.
- B. Configure Job Location Generic Objects.
- C. Configure multi-locations for the locations.
- D. Enable the Unified Data Model in Career Site Builder.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enhanced location search capabilities in CSB allow candidates to filter jobs by geographic criteria, requiring specific configurations:

* Option C (Map each Job Location Generic Object to a Location Foundation Object): Correct. The Unified Data Model (UDM) enhances search by leveraging Foundation Objects (e.g., Location).

Mapping Job Location Generic Objects to these ensures accurate location data flows into the career site for search functionality.

* Option D (Configure Job Location Generic Objects): Correct. Job Location Generic Objects must be set up in the system to store and manage location data for job requisitions, enabling the enhanced search feature.

* Option A (Enable the Unified Data Model in Career Site Builder): While UDM enhances search capabilities, it's a prerequisite, not a "step" specific to location search configuration. The question asks for required steps, not prerequisites, making this less precise.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 74

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

- A. Withdrawn by Candidate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

Answer: B,C

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 # 75

Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site. What are the steps to configure the About Us links in the header? Note: There are 3 correct answers to this question.

- A. Enable the About Us link in the header that is provided with all CSB sites.
- B. Create content type links in the header under About Us that link to the three internal pages.
- C. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.
- D. Create category type links in the header under About Us that link to the three internal pages.
- E. Create a list type link in the header named About Us.

Answer: B,C,E

NEW QUESTION # 76

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

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

For a multi-brand CSB site with UDM:

* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.

The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."

* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.

* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."

* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."

* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

NEW QUESTION # 77

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