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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors

Recruiting: Candidate Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66

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

Answer: B,C

NEW QUESTION # 67

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

- **A. Create colors using the color picker grid or by typing in the RGB or hex code.**
- B. Add only the 20 most important colors for the customer's brand.
- **C. Use the opacity slide to lighten a color in your palette instead of creating a new color.**
- D. Add colors for all brands that will be needed for a multi-branded site.
- **E. Enter a label for each color in your customer's color palette.**

Answer: A,C,E

NEW QUESTION # 68

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SFTP
- **B. Password-less Authentication**
- **C. Registration with SMS**
- D. SSL Authentication
- **E. Multi-Factor Authentication**

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's "Create an Account"), offers advanced authentication options. Let's analyze:

* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."

* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives

"Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication > SMS Settings.

* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.

* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Multi-Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."

* Reasoning: A candidate logs in with a password and a code to john.doe@bestrun.com, improving security post-registration.

* Practical Example: "Best Run" enables MFA, verified with a test login.

* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."

- * Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.
 - * Practical Example: "Best Run" tests this with a candidate on March 6, 2025.
 - * Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.
 - * Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.
- : SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

NEW QUESTION # 69

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. If the customer requires only one language and it is NOT en_US, you can change the default locale.
- B. Follow the same layout for the localized pages as the default locale.
- C. Create the Home page for the locale instead of duplicating it from the default locale.
- D. Use Google Translate to translate text for locales.

Answer: A,B

NEW QUESTION # 70

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may see different headers and footers.
- B. Internals and externals may be able to apply to different jobs.
- C. Internals and externals may see different job layouts.
- D. Internals and externals may see different page components.

Answer: C,D

NEW QUESTION # 71

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For example, the previously shown class `Person` could have two C_THR84_2505 properties, such as the first name and the last name: Class Person, Tom Barr, I remember, was sitting back in the corner.

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