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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q58-Q63):

NEW QUESTION # 58

Which of the following API types does SAP recommend to achieve clean core in SAP SuccessFactors? Note: There are 2 correct answers to this question.

- A. RFC
- B. OData
- C. IDoc
- D. SOAP

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's "clean core" strategy emphasizes standardized, extensible integrations. In SAP SuccessFactors:

* Option C (OData): Correct. OData APIs are SAP's preferred standard for SuccessFactors integrations, offering RESTful, scalable access to data, aligning with clean core principles.

* Option D (SOAP): Correct. SOAP APIs, while older, are supported for legacy integrations and remain part of SAP's clean core approach where OData isn't applicable.

* Option A (IDoc): Incorrect. IDoc is specific to SAP ERP, not SuccessFactors, and isn't recommended here.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 59

You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud. In which of the following pages can you configure the skills cloud component?

- A. Home Page
- B. Landing Page
- C. Job Page
- D. Category Page

Answer: C

NEW QUESTION # 60

Which of the following API types does SAP recommend to use to achieve clean core in Note: There are 2 correct answers to this question.

- A. RFC
- B. OData
- C. IDoc
- D. SOAP

Answer: B,D

NEW QUESTION # 61

What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.
- B. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.
- C. After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- D. With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.

Answer: B,D

NEW QUESTION # 62

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

- A. Links to social networks
- B. Links to top job searches
- C. Links to Category pages
- D. Links to Content pages

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The header navigation menu in Career Site Builder (CSB) is a critical element for candidate navigation, and SAP recommends including items that enhance usability and job discovery:

* Option A (Links to Content pages): Correct. Content pages (e.g., "About Us," "Benefits") provide candidates with company information, making them a recommended inclusion in the header for easy access.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The header navigation menu should include links to content pages such as 'About Us' or 'Our Culture' to provide candidates with additional context about the organization, improving engagement."

* Option C (Links to Category pages): Correct. Category pages (e.g., "Sales Jobs," "Engineering Jobs") help candidates quickly find relevant job listings, aligning with SAP's focus on job-centric navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Links to category pages in the header navigation menu are recommended to facilitate direct access to job listings grouped by type or department, enhancing the candidate experience."

* Option B (Links to top job searches): Incorrect. While useful, top job searches are typically featured in the footer or search bar suggestions, not the header, to keep it uncluttered.

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

NEW QUESTION # 63

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