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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q75-Q80):

NEW QUESTION # 75
What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- A. Duplicate the page from the base locale and enter the translations on the duplicated pages.
- B. Create a new header and footer for each translated page.
- C. Enter the translations into the Translations menu in CSB.
- D. Export the default language to an XML file, enter the translations, and import.

Answer: A,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Translating customer-specific content (e.g., custom text on Content or Category pages) in CSB requires efficient and accurate methods. Let's evaluate the options:
* Option B (Export the default language to an XML file, enter the translations, and import):
Correct. This bulk translation method streamlines the process for multiple pages or fields.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to export the default language content to an XML file from CSB, enter translations, and import the updated file to apply localized content."
* Reasoning: In CSB > Tools > Export, export the default locale (e.g., en_US) as an XML file, edit it in a tool like Excel to add translations (e.g., "About Us" to "A propos de nous" for fr_FR), then import via CSB > Tools > Import. This ensures consistency and reduces manual errors across pages like careers.bestrun.com/about.
* Practical Example: For "Best Run," exporting en_US content, translating "Join Us" to
"Rejoignez-nous," and importing updates all relevant pages.
* Option C (Duplicate the page from the base locale and enter the translations on the duplicated pages): Correct. This manual method allows page-specific customization for unique content.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Duplicate pages from the base locale in CSB and enter translations directly on the duplicated pages as a flexible method for customer-specific content."
* Reasoning: In CSB > Pages, duplicate a Content page (e.g., "About Us - en_US"), create "About Us - fr_FR," and edit fields (e.g., text, headings) to "A propos de nous." This suits small sites or unique pages.
* Practical Example: For "Best Run," duplicating "Benefits" and translating "Health Insurance" to
"Assurance sante" tailors the page.
* Option A (Create a new header and footer for each translated page): Incorrect. Headers and footers are global, managed in Global Styles, not page-specific, to maintain consistency.
* Option D (Enter the translations into the Translations menu): Incorrect. The Translations menu handles system text (e.g., "Search"),

not customer-specific content, which uses B or C.

NEW QUESTION # 76
or sites with multiple brands, what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Colors and images
- B. Cookie Consent Manager and JavaScript
- C. Content and category pages
- D. Data capture forms and locales

Answer: A,D

NEW QUESTION # 77
Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and scheduled job scraping
- B. Automated Recruiting Posting and scheduled job scraping
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated standard XML feeds and custom XML feeds

Answer: C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SAP SuccessFactors Recruiting automates job delivery to external boards:
* Option A (Automated standard XML feeds and Recruiting Posting): Correct. Standard XML feeds push job data to job boards, and Recruiting Posting automates distribution to partnered boards (e.g., Indeed), a core feature of RMK.
* Option B (Automated standard XML feeds and custom XML feeds): Correct. Standard XML feeds cover common boards, while custom XML feeds (configured for specific boards) also automate delivery, offering flexibility.
* Option C (Automated Recruiting Posting and scheduled job scraping): Incorrect. Job scraping isn't an automated delivery method; it's a manual or third-party process to pull jobs, not push them.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 78
Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Unique alt text should be populated for all images in all languages.
- B. Alt Text is NOT required for logos on the site.
- C. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.
- D. Do NOT use embedded text on images.
- E. Select images that have a strong focal point.

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Images in Career Site Builder (CSB) enhance visual appeal and accessibility, requiring careful consideration to meet standards like WCAG 2.1. Let's delve into the options:
* Option A (Select images that have a strong focal point): Correct. Images with a clear focus (e.g., a person's face) engage candidates and improve visual hierarchy.
* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Leading practice recommends selecting images with a strong focal point to draw candidate attention and enhance the visual experience on the CSB site."
* Reasoning: A photo of a smiling employee on careers.bestrun.com/home stands out over a blurry group shot, guiding the eye to key content. This is configured in CSB > Pages > Image Upload.
* Practical Example: For "Best Run," choosing an image of a team leader for the "About Us" page increases engagement.

* Option C (Do NOT use embedded text on images): Correct. Embedded text (e.g., "Join Us" on a banner) isn't accessible to screen readers or searchable, violating SEO and accessibility norms.
* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Avoid using embedded text on images, as it cannot be read by screen readers and may not be indexed by search engines; use alt text instead."
* Reasoning: Instead of embedding "Apply Now" on an image, use HTML text with CSS styling in CSB > Global Styles, ensuring accessibility for users with JAWS.
* Practical Example: "Best Run" replaces a text-over-image banner with a styled "Apply Now" button.
* Option E (Unique alt text should be populated for all images in all languages): Correct. Alt text describes images for accessibility and must reflect content in each locale.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Populate unique alt text for all images in each language to ensure accessibility and relevance for candidates across locales."
* Reasoning: For an image of a team on careers.bestrun.com, alt text is "Best Run team meeting" (en_US) and "Reunion de l'equipe Best Run" (fr_FR), set in CSB > Pages > Image Settings.
* Practical Example: "Best Run" updates alt text for a logo across en_US, fr_FR, and es_ES.
* Option B (Alt Text is NOT required for logos): Incorrect. WCAG 2.1 mandates alt text for all images, including logos, for accessibility (e.g., "Best Run Logo").
* Option D (All images should be oriented as portrait): Incorrect. Orientation (portrait or landscape) depends on design needs, not a universal rule.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 79

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

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

Answer: A,C

NEW QUESTION # 80

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