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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q43-Q48):

NEW QUESTION # 43
Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. View All Jobs
- B. Top Job Searches
- C. Careers Home
- D. Corporate Home

Answer: A,B

NEW QUESTION # 44

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Welcome/Thanks for Creating Account
- B. Data Capture Form Submitted - Welcome and Set Password Email
- C. Career Site E-Mail Notification
- D. Recruiting Manual Candidate Creation Notification

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Data capture forms in CSB collect candidate information (e.g., name, email) without requiring a full job application. After submission, an email trigger notifies the candidate. Here's why D is correct:
* Option D (Data Capture Form Submitted - Welcome and Set Password Email): This trigger is specifically designed for data capture form submissions. It sends a welcome email with a link to set a password, enabling candidates to create an account and access the career site. It aligns with the scenario of capturing initial candidate interest and encouraging further engagement.
* Option A (Career Site E-Mail Notification): Too generic; it doesn't specify the data capture context and isn't a defined trigger for this purpose.
* Option B (Recruiting Manual Candidate Creation Notification): This applies to recruiters manually adding candidates in the system, not form submissions by candidates.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide.

NEW QUESTION # 45

When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Site Settings, Career Site Builder Settings, Content pages, Translations
- B. Site Settings, Career Site Builder Settings, Category pages, Translations
- C. Content pages, Category pages, Job Layouts, Career Site Builder Settings
- D. Candidate Profile, Site Settings, Translations, Category pages

Answer: B

NEW QUESTION # 46

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Landing page
- B. Category page
- C. Map page
- D. Content page

Answer: B

NEW QUESTION # 47

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Auto-populate from a saved search.
- B. Add from an email campaign.
- C. Add from the Applicant Workbench.
- D. Add from a Candidate Search.
- E. Candidates can add themselves.

Answer: A,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:

Talent pools store candidates for future roles:
* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.
* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."
* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
* SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.
: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 48

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