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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q71-Q76):

### NEW QUESTION # 71

Which of the following are included in a standard Recruiting statement of work (SOW)? Note: There are 3 correct answers to this question.

- A. Configure 20 Category or Content pages.
- B. Configure one job layout.
- C. Enable Mobile Apply.
- D. Configure one custom XML feed.
- E. Configure one standard XML feed.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation: A standard Recruiting Statement of Work (SOW) outlines baseline deliverables for a SAP SuccessFactors Recruiting implementation, including Career Site Builder (CSB) setup. Let's detail the inclusions:

\* Option A (Configure 20 Category or Content pages): Correct. The SOW includes configuration of up to 20 pages to support job listings and informational content.

\* SAP Documentation Excerpt: From the Implementation Handbook: "The standard Recruiting SOW includes configuration of up to 20 Category or Content pages in CSB to support job listings and informational content."

\* Reasoning: This covers 10 Category pages (e.g., "Sales Jobs") and 10 Content pages (e.g., "About Us"), configured in CSB > Pages, providing a robust site structure.

\* Practical Example: For "Best Run," the consultant sets up "Engineering Jobs" and "Benefits" pages within the 20-page limit.

\* Option B (Configure one standard XML feed): Correct. One standard XML feed is included to automate job distribution.

\* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A single standard XML feed is part of the standard Recruiting SOW, enabling automated job distribution to job boards."

\* Reasoning: This feed pushes all active jobs to partnered boards (e.g., Indeed), configured in Admin Center > Recruiting Posting, meeting baseline needs.

\* Practical Example: "Best Run" gets a feed for careers.bestrun.com jobs, tested with a sample sync.

\* Option E (Configure one job layout): Correct. A default job layout is provided to define the job page structure.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Configuration of one job layout is included in the standard Recruiting SOW, defining the default job page presentation."

\* Reasoning: A two-column layout with title, description, and apply button is set in CSB > Custom Layouts Editor, serving as the starting point.

\* Practical Example: "Best Run" uses this layout for all jobs, with options to customize later.

\* Option C (Configure one custom XML feed): Incorrect. Custom feeds are additional, requiring extra scoping and cost.

\* Option D (Enable Mobile Apply): Incorrect. Mobile Apply is an optional enhancement, not a standard inclusion.

\* Why A, B, E: These are SOW defaults, per SAP's scope definition. SAP's SOW guidelines support A, B, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Posting Guide.

### NEW QUESTION # 72

What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note: There are 2 correct answers to this question.

- A. Review the statement of work (SOW).
- B. Finish the CSB Configuration Workbook.
- C. Develop the CSB project plan.
- D. Assist the customer to complete the Readiness Checklist.

**Answer: A,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation: The CSB kickoff call sets the implementation stage, requiring pre-call preparation to ensure alignment. Let's explore the recommended actions:

\* Option C (Assist the customer to complete the Readiness Checklist): Correct. The Readiness Checklist confirms prerequisites (e.g., provisioning access, branding assets, domain setup) are met.

- \* SAP Documentation Excerpt: From the Implementation Handbook: "Before the CSB kickoff call, the consultant should assist the customer in completing the Readiness Checklist to verify that all foundational elements, such as system access and branding materials, are prepared."
- \* Reasoning: Without assets like a logo or confirmation of careers.bestrun.com provisioning, the call can't proceed effectively. The consultant reviews the checklist (e.g., Admin Center > Readiness) with the customer, ensuring items like "SSL Certificate Ready" are checked.
- \* Practical Example: For "Best Run," the consultant helps the customer confirm provisioning on January 10, 2025, before the January 15 kickoff.
- \* Option D (Review the statement of work (SOW)): Correct. The SOW defines scope, deliverables, and timelines, ensuring all parties are aligned.
- \* SAP Documentation Excerpt: From the Implementation Handbook: "Reviewing the statement of work prior to the CSB kickoff call is recommended to align expectations on deliverables, timelines, and responsibilities between the consultant and customer."
- \* Reasoning: Reviewing the SOW (e.g., confirming 20 Category pages, one XML feed) avoids mid-project scope creep. The consultant annotates the document, highlighting key points for discussion.
- \* Practical Example: For "Best Run," the consultant reviews the SOW on January 12, noting the go-live date of March 1, 2025.
- \* Option A (Finish the CSB Configuration Workbook): Incorrect. The workbook is populated post- kickoff with requirements gathered during the call.
- \* Option B (Develop the CSB project plan): Incorrect. The project plan is drafted after the kickoff, based on discussed needs.
- \* Why C, D: These proactive steps enable a productive kickoff, per SAP's methodology. SAP's pre- kickoff preparation supports C and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Pre-Kickoff Preparation).

### NEW QUESTION # 73

Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the Featured Jobs component
- B. Within the Top Job Searches link in the footer
- C. Within the category dropdown menu in the header
- D. Within the content dropdown menu in the header

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation: Highlighting hard-to-fill jobs on the CSB Home page:

- \* Option B (Within the Featured Jobs component): Correct. The Featured Jobs component showcases priority roles.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Featured Jobs component on the Home page can be configured to display hard-to-fill or high- priority jobs, drawing candidate attention."
- \* Option D (Within the category dropdown menu in the header): Correct. A category link (e.g., "Critical Roles") can target these jobs.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category dropdown menus in the header can include links to pages displaying hard-to-fill jobs, providing direct navigation from the Home page."
- \* Option A: Incorrect. Footer links are for SEO, not Home page prominence.
- \* Option C: Incorrect. Content dropdowns are for static pages, not jobs. SAP's Home page design options support B and D. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide.

### NEW QUESTION # 74

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

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

**Answer: B,D**

Explanation:

According to the SAP Help Portal<sup>1</sup>, you should consider the following regarding mapping candidate statuses for Advanced Analytics:

Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does need to be mapped. This is because all statuses must be mapped to one of the five standard statuses in Advanced Analytics: Apply Completed, Qualified, Interviewed, Offer Made, or Hired. If you have multiple not hired statuses, you can map them to ATS Capture, which is a hidden status that does not appear in the reports<sup>1</sup>.

After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session. This is because the status mappings are not pushed to the Advanced Analytics database until you log out of Command Center or close the browser. If you need to make any changes after logging out, you must contact SAP Customer Support to request a data purge and re-sync<sup>1</sup>.

With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail. This is because the OData integration requires that all statuses are mapped to ensure data consistency and accuracy. The exceptions are when you have a new status that has not been used by any candidates yet, or when you have a status that is not used by any active job requisitions. In these cases, the sync will not fail, but you will receive a warning message and you should map the status as soon as possible<sup>1</sup>. Status mappings can be completed even when there is no candidate data associated with each status on the Talent Pipeline. This is because the status mappings are based on the status names and not on the candidate data. You can map any status that exists in your Recruiting Management system, regardless of whether it has been used by any candidates or not<sup>1</sup>.

### NEW QUESTION # 75

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

**Answer: A,C,E**

Explanation:

Option B is correct because you can create colors for your Career Site Builder site using the color picker grid or by typing in the RGB or hex code. This gives you more flexibility and precision in choosing the colors that match your customer's branding and design<sup>1</sup>.

Option C is correct because you can use the opacity slide to lighten a color in your palette instead of creating a new color. This helps you save space in your palette and avoid having too many similar colors<sup>1</sup>.

Option D is incorrect because you should not archive colors that are only used in the header and footer. Archiving a color will remove it from your palette and from any components that use it. This can cause errors and inconsistencies in your site design<sup>1</sup>.

Option E is correct because you should enter a label for each color in your customer's color palette. This helps you identify and organize the colors in your palette and makes it easier to apply them to the components in your site<sup>1</sup>.

Option A is incorrect because you should not add colors for all brands that will be needed for a multi-branded site. You should create separate color palettes for each brand and assign them to the corresponding site settings. This allows you to manage the colors for each brand independently and avoid confusion and duplication<sup>1</sup>.

Reference:

1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

2: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs

3: Career Site Builder Global Settings and Global Styles | SAP Help Portal

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