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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q67-Q72):

NEW QUESTION # 67

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

NEW QUESTION # 68

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- A. Custom third-party libraries
- B. Custom third-party chatbots
- C. Custom third-party analytics for tracking purposes
- D. Custom third-party survey tools
- E. Custom third-party cascading style sheets (CSS)

Answer: B,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation: Career Site Builder (CSB) allows JavaScript enhancements to extend functionality, provided they align with SAP's security and compatibility standards.

Let's explore each option in depth:

* Option B (Custom third-party survey tools): Correct. Survey tools (e.g., SurveyMonkey) can be integrated via JavaScript to gather candidate feedback on the CSB site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party survey tools can be added to CSB using JavaScript, enabling customers to collect candidate insights directly on the career site, provided the scripts are properly tested and secure."

* Reasoning: A survey pop-up after a job application enhances user experience by collecting data without altering core CSB functionality.

* Practical Example: Embedding a script like `<script src="https://surveyMonkey.com/embed.js"></script>` on a Landing page to ask, "How was your application experience?"

* Option D (Custom third-party chatbots): Correct. Chatbots (e.g., Drift) improve candidate interaction and are supported via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Third-party chatbots can be integrated into CSB using JavaScript to provide real-time candidate support, such as answering FAQs or guiding job searches."

* Reasoning: A chatbot can greet candidates with "Hi! Need help finding a job?" - a common enhancement verified in CSB implementations.

* Practical Example: Adding `<script src="https://drift.com/chat.js"></script>` in CSB's JavaScript editor for live chat on the Home page.

* Option E (Custom third-party analytics for tracking purposes): Correct. Analytics tools (e.g., Google Analytics) track site usage via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party analytics scripts, such as Google Analytics, can be added to CSB to track candidate behavior and site performance, supplementing built-in analytics."

* Reasoning: Tracking page views or click-through rates provides insights beyond Advanced Analytics, a frequent customer need.

* Practical Example: Including `<script async src="https://www.googletagmanager.com/gtag/js?id=G-XXXX"></script>` to monitor traffic on careers.bestrun.com.

* Option A (Custom third-party libraries): Incorrect. While technically possible, generic libraries (e.g., jQuery) aren't typically "acceptable" as standalone enhancements unless tied to a specific function (like B, D, E). SAP discourages unnecessary libraries to avoid bloat.

* Option C (Custom third-party cascading style sheets (CSS)): Incorrect. CSS is added via CSB's Global Styles or inline, not JavaScript. JavaScript-based CSS is unsupported and risks conflicts.

* Why B, D, E: These are purpose-driven, candidate-facing enhancements SAP explicitly supports, unlike A (too vague) or C (wrong method). SAP's JavaScript enhancements support B, D, E. References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (JavaScript Enhancements).

NEW QUESTION # 69

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. The site setup steps such as configuring Real Time Job Sync have NOT yet been done in production.
- B. The Job Alert Email Template has NOT been configured in the CSB stage environment.
- C. The SSL certificate has NOT yet been created.
- D. SAP SuccessFactors has released code to preview but NOT yet to production.
- E. You exported Site Settings from stage but did NOT update values in the XML file.

Answer: A,C,D

NEW QUESTION # 70

Fields defined on the job requisition and mapped to Career Site Builder can be used for which purposes? Note: There are 3 correct answers to this question.

- A. Add to data capture forms
- B. Use to create category page rules
- C. Display in the site header or footer
- D. Display on the job layout
- E. Display on search results

Answer: A,D,E

Explanation:

Fields defined on the job requisition and mapped to Career Site Builder can be used for the following purposes:

Display on search results: Customers can configure which fields they want to show on the search results page, such as job title, location, job category, etc. This helps candidates to quickly scan and filter the available jobs based on their preferences and criteria.

Add to data capture forms: Customers can add fields to the data capture forms that candidates fill out when they apply for a job or join a talent pool. This allows customers to collect relevant information from candidates, such as contact details, resume, cover letter, etc.

Display on the job layout: Customers can customize the layout and content of the job details page, where candidates can view the full description and requirements of a job. Customers can choose which fields they want to display on the job layout, such as job summary, responsibilities, qualifications, benefits, etc.

NEW QUESTION # 71

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Functional consultant or customer
- B. Consultant submits a request through the SAP Support Portal
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Professional Services

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation: Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:

* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing

to ensure proper indexing and SEO optimization."

* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.

* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post-launch, then the customer's marketing team monitors crawl status weekly.

* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.

* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.

* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.

* Why B: SAP delegates this operational task to those closest to the site-consultant for initial setup, customer for ongoing management-ensuring flexibility and ownership. SAP's process supports this.

References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 72

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