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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q73-Q78):

NEW QUESTION # 73
Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- B. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.
- C. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.
- D. Once selected, it is NOT possible to change cookie preferences on a CSB site.

Answer: C

Explanation:
Comprehensive and Detailed In-Depth Explanation:Cookie management in CSB complies with privacy laws (e.g., GDPR), allowing candidates to adjust preferences like enabling LinkedIn cookies for features like Apply with LinkedIn. Let's analyze:
* Option A (The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences): Correct. CSB's Cookie Consent Manager lets candidates revisit and modify settings via a persistent link.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "To allow candidates to modify cookie preferences after their initial choice, configure a link in the header or footer (e.g., 'Cookie Settings') that opens the Cookie Consent Manager, enabling changes such as enabling LinkedIn cookies."
* Reasoning: If a candidate disables LinkedIn cookies initially, they can't use Apply with LinkedIn (which requires cookies for authentication). A footer link like "Manage Cookies" reopens the manager, where they toggle LinkedIn cookies on.
* Practical Example: For "Best Run Corp," a footer link Cookie Preferences triggers the manager, allowing "Enable LinkedIn" to be checked.
* Option B: Incorrect. A home page component to "Accept All Cookies" overrides prior choices but isn't a standard feature and risks non-compliance with opt-in laws.
* Option C: Incorrect. Preferences are adjustable, not permanent, per SAP's design for flexibility.
* Option D: Incorrect. The cookie banner appears only on the first visit or after cache clear, not every visit, to avoid annoyance.
* Why A: SAP mandates a candidate-controlled method to revisit preferences, making A the only compliant, practical solution. SAP's cookie consent design supports A.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Cookie Consent).

NEW QUESTION # 74
Job Delivery
As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page.
Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023
- B. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- C. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube?utm_campaign=sales2023

- D. https://jobs.company.com/go/Sales- AJobs/597140/?utm_source=sales2023&utm_campaign=youtube

Answer: A

Explanation:
The correct URL for the scenario is:
https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023 This URL contains the correct tracking links for the following reasons:
The utm_source parameter specifies the source of the traffic, which is youtube in this case1.
The utm_campaign parameter specifies the name of the campaign, which is sales2023 in this case1.
The utm_source and utm_campaign parameters are separated by an ampersand (&) and preceded by a question mark (?) after the main URL1.
The other options are incorrect for the following reasons:
Option A: The utm_source and utm_campaign parameters are reversed, which will result in inaccurate tracking of the traffic source and campaign name1.
Option C: The utm_source and utm_campaign parameters are preceded by an ampersand (&) instead of a question mark (?), which will cause an error in the URL syntax1.
Option D: The utm_source and utm_campaign parameters are separated by a question mark (?) instead of an ampersand (&), which will cause an error in the URL syntax1.

NEW QUESTION # 75
Career Site Design and Accessibility
Which are some leading practices when using a link on a career site?Note: There are 3 correct answers to this question.

- A. Include multiple links to the customer's corporate site.
- B. When a user clicks on the link, immediately display what the user expects to see.
- C. Populate the title text for each link.
- D. If blue text is used on the site, ensure that it's always used to represent links.
- E. All external links from the career site should open in the same browser window.

Answer: B,C,D

Explanation:
Some leading practices when using a link on a career site are:
Populate the title text for each link. This will provide additional information about the link when the user hovers over it, and also improve the accessibility for screen readers and search engines1.
If blue text is used on the site, ensure that it's always used to represent links. This will create a consistent visual cue for the users to identify the links and avoid confusion2.
When a user clicks on the link, immediately display what the user expects to see. This will enhance the user experience and satisfaction by reducing the loading time and providing relevant content3.
The other options are not leading practices when using a link on a career site:
Include multiple links to the customer's corporate site. This will distract the user from the main purpose of the career site, which is to apply for jobs, and also create a cluttered and confusing layout4.
All external links from the career site should open in the same browser window. This will interrupt the user's browsing flow and make it harder for them to return to the career site. It is better to open external links in a new browser tab or window5.

NEW QUESTION # 76
What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- C. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- D. The customer maintains their own career site in addition to the CSB career site.

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:A fully hosted CSB site is managed by SAP, serving as the primary career

platform. Let's detail its key features:

* Option B (All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site): Correct. CSB consolidates job listings, benefits, and culture details in one hosted platform.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "A fully hosted CSB site displays all available job listings and supplementary employment information, such as benefits and culture, serving as the central hub for candidate career exploration."
* Reasoning: On careers.bestrun.com, candidates find "Software Engineer" jobs, "Health Benefits" info, and "Our Culture" content, all managed by SAP, reducing customer hosting needs.
* Practical Example: For "Best Run," the site includes a "Why Join Us" section alongside job listings, verified in production.
* Option D (When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site): Correct. CSB is the designated career destination.
* SAP Documentation Excerpt: From theCareer Site Builder Administration Guide: "From the corporate site, candidates clicking a 'Careers' link are directed to the fully hosted CSB site (e.g., careers.company.com), which handles all job-related interactions."
* Reasoning: A link fromwww.bestrun.com/careersto careers.bestrun.com leverages SAP's hosting, ensuring a seamless transition.
* Practical Example: "Best Run" updateswww.bestrun.comto redirect to careers.bestrun.com, tested post-launch.
* Option A: Incorrect. Links go to CSB, not an ATS directly, which is backend.
* Option C: Incorrect. "Fully hosted" implies CSB replaces separate career sites.
* Why B, D: These define CSB's role as a standalone career platform, per SAP. SAP's hosted features support B and D.References: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Hosted Features).

NEW QUESTION # 77

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 theCareer 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 # 78

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