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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31
Based on leading practices, which of the following page types can contain job listings?

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

Answer: B

Explanation:
Category pages are designed to display job listings based on predefined criteria, such as location, function, or industry. They allow candidates to browse and filter jobs that match their interests and qualifications. Category pages can also include components such as banners, videos, or testimonials to showcase the employer brand and culture.

NEW QUESTION # 32
What are some leading practices to format job requisitions so that the job description will render correctly in the Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Use advanced tags such as <div> or <span> in job descriptions.
- B. Use simple tags such as <li> or <b> in job descriptions.
- C. Use Microsoft Word or Excel to copy and paste job descriptions.
- D. Use Notepad or another plain text editor to copy and paste job descriptions.

Answer: B,D

Explanation:
To format job requisitions so that the job description will render correctly in the Career Site Builder site, you should follow these leading practices:
Use simple tags such as <li> or <b> in job descriptions. These tags are supported by Career Site Builder and can help you create bullet points, bold text, and other basic formatting options. Avoid using advanced tags such as <div> or <span> in job descriptions, as they may cause issues with the layout and styling of the site.
Use Notepad or another plain text editor to copy and paste job descriptions. This will help you avoid any hidden formatting or characters that may come from other sources, such as Microsoft Word or Excel. These sources may introduce unwanted elements or styles that may interfere with the rendering of the job description in the Career Site Builder site. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Job Delivery, Slide 9.

NEW QUESTION # 33
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. Enter the translations into the Translations menu in CSB.
- B. Export the default language to an XML file enter the translations import.
- C. Duplicate the page from the base locale enter the translations on the duplicated pages.
- D. Create a new header footer for each translated page.

Answer: B,C

NEW QUESTION # 34

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

Answer: B

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 # 35
Candidate Experience Overview and Project Kickoff
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 the CSB site.
- C. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- D. The customer maintains their own career site in addition to the CSB career site.

Answer: A,B

Explanation:

Some key features of a fully hosted Career Site Builder (CSB) site are:
When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site. This will

provide a seamless and branded experience for the candidates and allow them to explore the company's culture, values, and opportunities1.

All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site. This will enable the candidates to find and apply for jobs that match their interests and qualifications, and also learn more about the company's benefits, diversity, and social responsibility2.

The other options are not valid features of a fully hosted CSB site:

When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system. This will create a disjointed and unappealing experience for the candidates and may discourage them from applying or returning to the site3.

The customer maintains their own career site in addition to the CSB career site. This will create duplication and inconsistency of content and design, and also increase the maintenance and cost for the customer4.

NEW QUESTION # 36

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