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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q32-Q37):

NEW QUESTION # 32

our customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Enable the Unified Data Model in Career Site Builder.
- B. Map each Job Location Generic Object to a Location Foundation Object.
- C. Configure Job Location Generic Objects.
- D. Configure multi-locations for the locations.

Answer: A,C

NEW QUESTION # 33

What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- A. Deliver jobs directly to compliance job boards.
- B. Conduct the job delivery intake meeting.
- C. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.
- D. Work with job boards to arrange special pricing for your customer.
- E. Create the customer's standard XML feeds.

Answer: B,C,E

NEW QUESTION # 34

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Implement backlinks on the customer's corporate web site that link to their CSB site.
- B. Ensure that the job data supports the customer's recruiting strategy.
- C. Work with the customer to develop a job distribution strategy.
- D. Build the customer's CSB site using custom plugins.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A functional consultant's role in a CSB implementation focuses on strategy and configuration:

* Option B (Work with the customer to develop a job distribution strategy): Correct. Consultants collaborate with customers to align job distribution (e.g., via XML feeds, Recruiting Posting) with recruitment goals.

* SAP Documentation Excerpt: From the Implementation Handbook: "The functional consultant is responsible for working with the customer to define a job distribution strategy, ensuring that job postings are effectively delivered to target sources using Career Site Builder and Recruiting Marketing tools."

* Option C (Ensure that the job data supports the customer's recruiting strategy): Correct.

Consultants configure job fields and mappings to reflect strategic priorities (e.g., key roles, locations).

* SAP Documentation Excerpt: From the Implementation Handbook: "A key responsibility of the functional consultant is to ensure that job data, including requisition fields and mappings, supports the customer's recruiting strategy within the CSB implementation."

* Option A (Build the customer's CSB site using custom plugins): Incorrect. Custom plugins are technical enhancements outside a functional consultant's typical scope; CSB uses standard tools.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Consultant Responsibilities).

NEW QUESTION # 35

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Users must be set up for Recruiter SSO.
- B. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- C. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.
- D. Advanced Analytics user permissions are configured in Command Center.

Answer: A,B

NEW QUESTION # 36

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

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

Answer: B,C,E

NEW QUESTION # 37

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