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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q30-Q35):

NEW QUESTION # 30
What are some leading practices when creating Category pages?
Note: There are 3 correct answers to this question.

- A. Category pages host minimal content to allow candidates to find jobs quickly easily.
- B. Category pages contain different headers footers than the Home page.
- C. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).
- D. Category pages use the same design layout to provide a consistent user experience.
- E. Category pages do NOT contain jobs that appear on other Category pages.

Answer: A,C,E

NEW QUESTION # 31
Which of the following statements describe recruitment marketing?Note: There are 2 correct answers to this question.

- A. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- B. The focus is on the immediate need to fill a specific job opening
- C. The collection of candidate information and organization of prospects based on experience and skills
- D. The practice of promoting the value of an employer's brand in order to recruit talent

Answer: A,D

Explanation:
Recruitment marketing is a term that refers to the process of attracting and engaging potential candidates for an organization, using various marketing techniques and channels. Recruitment marketing has two main aspects:
The practice of promoting the value of an employer's brand in order to recruit talent: This involves creating and communicating a compelling and consistent message about the organization's culture, vision, values, and benefits, and showcasing it to the target talent pool. The goal is to build awareness, trust, and loyalty among the candidates, and to differentiate the organization from its competitors. Employer branding can be done through various media, such as websites, social media, blogs, videos, podcasts, events, or referrals.
The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job: This involves identifying and reaching out to the right candidates, using data-driven insights and personalized content. The goal is to generate interest, curiosity, and excitement among the candidates, and to guide them through the candidate journey, from awareness to consideration to application. Recruitment marketing strategies can include search engine optimization (SEO), pay-per-click (PPC) advertising, email marketing, social media marketing, content marketing, or talent networks.
The collection of candidate information and organization of prospects based on experience and skills: This is not a correct answer, because this is more related to candidate relationship management (CRM) than recruitment marketing. CRM is a tool or system that helps recruiters to manage and track their interactions with candidates, and to build and maintain long-term relationships with them. CRM can help recruiters to collect and store candidate information, such as resumes, profiles, preferences, or feedback, and to segment and organize prospects based on various criteria, such as experience, skills, location, or source. CRM can also help recruiters to communicate and engage with candidates, such as sending automated messages, reminders, or newsletters, or inviting them to events or webinars.
The focus is on the immediate need to fill a specific job opening: This is not a correct answer, because this is more related to recruitment than recruitment marketing. Recruitment is the process of finding, screening, interviewing, and hiring candidates for a specific job opening, using various methods and tools. Recruitment focuses on the short-term need to fill a vacancy, and evaluates candidates based on their qualifications, competencies, and fit for the role. Recruitment can be done through various channels, such as job boards, career sites, referrals, or agencies. Reference:

NEW QUESTION # 32
Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Allows customers to drill into recruiting data such as dates, brands, and job categories
- B. Allows customers to track direct and indirect recruiting costs for job postings
- C. Provides a variety of options for generating graphics to display report results

- D. Allows customers to evaluate trends in source performance over time
- E. Provides insight into which sources are delivering high-quality candidates

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:Advanced Analytics (AA) provides robust reporting:
* Option A (Provides insight into which sources are delivering high-quality candidates): Correct.
AA tracks source effectiveness (e.g., hires per source), identifying quality channels.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "Advanced Analytics enables customers to analyze which sources deliver high-quality candidates by tracking metrics such as application-to-hire ratios across job boards and campaigns."
* Option C (Allows customers to drill into recruiting data such as dates, brands, and job categories): Correct. AA's drill-down feature supports detailed analysis by filters like time, brand, and category.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "Users can drill into recruiting data, including dates, brands, and job categories, to gain granular insights into recruitment performance."
* Option D (Allows customers to evaluate trends in source performance over time): Correct. Trend analysis over time is a core AA capability.
* SAP Documentation Excerpt: From theAdvanced Analytics Guide: "Trend analysis in Advanced Analytics allows customers to evaluate source performance over time, identifying long- term patterns and optimization opportunities."
* Option B (Allows customers to track direct and indirect recruiting costs): Incorrect. AA focuses on candidate pipeline metrics, not cost tracking, which is handled in other modules (e.g., Recruiting Posting budgets).
* Option E (Provides a variety of options for generating graphics): Incorrect. Graphics are limited to standard formats; customization is not a primary advantage.SAP's AA capabilities support A, C, D.
References: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide.

NEW QUESTION # 33
Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SFTP
- B. Registration with SMS
- C. Password-less Authentication
- D. Multi-Factor Authentication
- E. SSL Authentication

Answer: B,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's "Create an Account"), offers advanced authentication options. Let's analyze:
* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.
* SAP Documentation Excerpt: From theSAP Customer Data Cloud Integration Guide:
"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."
* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives
"Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication
> SMS Settings.
* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.
* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).
* SAP Documentation Excerpt: From theSAP Customer Data Cloud Integration Guide: "Multi- Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."
* Reasoning: A candidate logs in with a password and a code tojohn.doe@bestrun.com, improving security post-registration.
* Practical Example: "Best Run" enables MFA, verified with a test login.
* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.
* SAP Documentation Excerpt: From theSAP Customer Data Cloud Integration Guide:
"Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."
* Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.

* Practical Example: "Best Run" tests this with a candidate on March 6, 2025.
* Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.
* Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.
* Why A, B, D: These are CDC's candidate-facing options, per SAP's integration. SAP's authentication options support A, B, D.References: SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

NEW QUESTION # 34
What are some considerations when defining user permissions for Advanced Analytics?
Note: There are 2 correct answers to this question.

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

Answer: A,C

NEW QUESTION # 35
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