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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q19-Q24):

NEW QUESTION # 19

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- **A. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.**
- B. Until CSB Role Based Permission is enabled, NO users can access CSB.
- C. Only one CSB role can be assigned per user, so additional roles may need to be created to satisfy your customer's permission requirements.
- **D. Site setup settings are located within CSB and should only be accessed by trained administrators.**

Answer: A,D

Explanation:

It is important to set up CSB Role Based Permission from CSB > Users > Roles because:

Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool. This means that any user who can log in to CSB can perform any action, such as creating, editing, deleting, publishing, or syncing pages, components, settings, or translations. This could pose a risk of unauthorized or accidental changes, errors, or conflicts in the site configuration and content. Therefore, it is recommended to enable CSB Role Based Permission and assign different roles to different users based on their responsibilities and tasks.

Site setup settings are located within CSB and should only be accessed by trained administrators. These settings include the site name, site ID, site URL, site language, site theme, site layout, site logo, site favicon, site integrations, site analytics, and site SEO. These settings are critical for the functionality, performance, and appearance of the site, and should not be modified by untrained or inexperienced users. Therefore, it is recommended to set up CSB Role Based Permission and restrict the access to these settings to only the administrators who are responsible for the site setup and maintenance.

The other two options are incorrect because:

Until CSB Role Based Permission is enabled, NO users can access CSB. This is not true, as users can still access CSB if they have the permission to access the Career Site Builder tool in the Provisioning system. However, they will have all permissions in the tool, which is not desirable for the reasons explained above.

Only one CSB role can be assigned per user, so additional roles may need to be created to satisfy your customer's permission requirements. This is not true, as users can have multiple CSB roles assigned to them, as long as the roles do not conflict with each other. For example, a user can have both the Content Editor and the Translator role, which allows them to edit and translate the site content. However, a user cannot have both the Administrator and the Content Editor role, as the Administrator role already includes the Content Editor role.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

[THR84 - SAP SuccessFactors Recruiting: Candidate Experience Academy]

[THR84 - Unit 1: Candidate Experience Overview and Project Kickoff]

[THR84 - Unit 2: Site Setup]

NEW QUESTION # 20

When setting up Real Time Job Sync where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. API Key is from CSB > Settings > Site Configuration > Site Integrations.
- B. The URLs Username Password are from CSB > Tools > Manage API Credentials.
- **C. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.**
- **D. The API Key Username Password are from CSB > Tools > Manage API Credentials.**

Answer: C,D

NEW QUESTION # 21

Your 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. Configure Job Location Generic Objects.
- C. Configure multi-locations for the locations.
- D. Map each Job Location Generic Object to a Location Foundation Object.

Answer: A,B

NEW QUESTION # 22

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. The steps to implement Advanced Analytics must be completed over two or more days.
- B. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- C. Advanced Analytics can be implemented when the applicant status set is created.
- D. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

Answer: A,B

NEW QUESTION # 23

Candidate Relationship Management

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold, Store Size, and Location. What are the steps to achieve this use case? Note: There are 3 correct answers to this question.

- A. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- B. When naming the talent pool, list all of the attributes and their values.
- C. Create custom generic objects for Goods Sold and Store Size.
- D. Edit the talent pool and select values for the additional attributes.
- E. Ensure that the location foundation object is enabled and that all required locations have been created.

Answer: C,D,E

Explanation:

To achieve this use case, you need to do the following:

Create custom generic objects for Goods Sold and Store Size in the Metadata Framework (MDF). These objects will store the values for the attributes of the stores. You also need to create associations between these objects and the standard Location Foundation Object.

Ensure that the location foundation object is enabled and that all required locations have been created in the Manage Data tool. You also need to assign values for Goods Sold and Store Size to each location.

Edit the talent pool and select values for the additional attributes. You can use the standard filter fields in SAP SuccessFactors HXM Suite to filter candidates by location, and then use the custom filter fields to filter candidates by Goods Sold and Store Size. You can also name the talent pool according to the attributes and their values.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Talent Pools
SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%

NEW QUESTION # 24

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