Exam Code: C_THR84_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience

Exam A

QUESTION 1
Which of the following are features on the search component that allow picklist searches (Show More Options)?Note: There are 2 correct answers to this question.

A. The picklist search is automatically populated with all picklist values configured in Picklist Center.
B. The picklist search does NOT support the use of foundation/generic objects.
C. The picklist search gives customers access to 18 fields that they can add as search filters.
D. The picklist search is dynamically populated with values from the career site's active jobs.

Correct Answer: C, D
Section:
Explanation:
The search component allows customers to configure picklist searches that can be used as filters by candidates. The picklist search is dynamically populated with values from the career site's active jobs, which means that only relevant values will be displayed. The picklist search gives customers access to 18 fields that they can add as search filters, such as job category, location, job level, etc. The picklist search does not support the use of foundation/generic objects, which means that customers cannot use custom fields or objects as filters. The picklist search is not automatically populated with all picklist values configured in Picklist Center, which means that customers have to map the picklist values to the corresponding fields in the job requisition template.Reference:Career Site Builder Pages and Components,Career Site Builder Global Settings and Global Styles,HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

QUESTION 2
Career Site Builder Pages and Components
What are some leading practices when creating Category pages?Note: There are 3 correct answers to this question.

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

Correct Answer: A, B, E
Section:
Explanation:
Some leading practices when creating Category pages are:
Page titles should end with the word Jobs or Careers for better search engine optimization (SEO). This will help the career site rank higher in search engines and attract more candidates1.
Category pages use the same design layout to provide a consistent user experience. This will make the career site look professional and easy to navigate2.
Category pages host minimal content to allow candidates to find jobs quickly and easily. This will reduce the cognitive load and increase the conversion rate of the candidates3.
The other options are not leading practices when creating Category pages:
Category pages contain different headers and footers than the Home page. This will create confusion and inconsistency for the candidates and may affect the branding of the career site.
Category pages do NOT contain jobs that appear on other Category pages. This will limit the exposure and visibility of the jobs and may prevent candidates from finding the best fit for their skills and interests.

QUESTION 3
Based on leading practices, which of the following page types can contain job listings?

A. Category page
B. Landing page

C. Home page

D. Content page

Correct Answer: A
Section:
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.

QUESTION 4
Other Career Site Setup
Where is the Job Alerts Email Template configured?

A. E-Mail Notification Templates Settings

B. Command Center

C. Recruiting Email Triggers

D. Career Site Builder

Correct Answer: A
Section:
Explanation:
The Job Alerts Email Template is configured in the E-Mail Notification Templates Settings. This is where you can customize the content and appearance of the email that candidates receive when they subscribe to job alerts on the career site1. You can also specify the sender name, sender email address, subject line, and footer for the job alerts email2.
The other options are not correct places to configure the Job Alerts Email Template:
Command Center: This is where you can manage the career site builder projects, sites, and settings, but not the email templates3.
Recruiting Email Triggers: This is where you can configure the email notifications that are sent to candidates, recruiters, and hiring managers based on certain events or actions in the recruiting process, but not the job alerts email4.
Career Site Builder: This is where you can design and build the career site pages, components, and styles, but not the email templates5.

QUESTION 5
When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped?Note: There are 2 correct answers to this question.

A. Invited to Apply

B. Auto Disqualified

C. Forwarded

D. Withdrawn by Candidate

Correct Answer: B, D
Section:
Explanation:
When configuring Advanced Analytics, you need to map the applicant statuses from the Recruiting Management module to the corresponding statuses in the Advanced Analytics module. This allows you to track and report on the candidate journey and the effectiveness of your sourcing channels and campaigns. However, some applicant statuses do not need to be mapped, as they are either not relevant or automatically mapped by the system. These statuses are:
Auto Disqualified: This status is assigned to candidates who fail to meet the minimum qualifications or pass the pre-screening questions. This status is automatically mapped to theDisqualifiedstatus in Advanced Analytics, and does not need to be manually mapped.
Withdrawn by Candidate: This status is assigned to candidates who withdraw their application voluntarily. This status is not relevant for Advanced Analytics, as it does not reflect the recruiter's actions or decisions. Therefore, it does not need to be mapped.
The other statuses,Invited to ApplyandForwarded, do need to be mapped, as they are important for measuring the candidate experience and the recruiter performance. TheInvited to Applystatus is assigned to candidates

who are invited to apply for a job requisition by the recruiter. This status should be mapped to theSourcedstatus in Advanced Analytics, to indicate that the candidate was sourced by the recruiter. TheForwardedstatus is assigned to candidates who are forwarded to another job requisition by the recruiter. This status should be mapped to theForwardedstatus in Advanced Analytics, to indicate that the candidate was moved to another opportunity.Reference:
SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP SuccessFactors Recruiting: Candidate Experience Academy
HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

QUESTION 6
What are the options for enabling the ''Hear more about career opportunities'' flag (also called ''Consent to Marketing'') so that a candidate receives email campaigns?Note: There are 3 correct answers to this question.

A. A back-end script is run to update all candidates' settings for ''Hear more about career opportunities''.

B. The candidate updates the setting for ''Hear more about career opportunities'' from their candidate profile.

C. A recruiter updates the setting for ''Hear more about career opportunities'' from the candidate's profile.

D. The candidate selects ''Hear more about career opportunities'' when creating an account.

E. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the ''Hear more about career opportunities'' option is enabled.

Correct Answer: B, D, E
Section:
Explanation:
The ''Hear more about career opportunities'' flag (also called ''Consent to Marketing'') is a setting that allows candidates to opt-in or opt-out of receiving email campaigns from the customer. Email campaigns are a way of engaging with candidates and informing them about relevant job opportunities, events, or news. The options for enabling the ''Hear more about career opportunities'' flag are:
The candidate updates the setting for ''Hear more about career opportunities'' from their candidate profile. This option allows candidates to change their preference at any time from their profile page on the Career Site Builder (CSB) site. They can also view and manage their email subscriptions from the same page.
The candidate selects ''Hear more about career opportunities'' when creating an account. This option allows candidates to opt-in to receive email campaigns when they register for an account on the CSB site. They can also choose which types of email campaigns they want to receive, such as job alerts, newsletters, or events.
An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the ''Hear more about career opportunities'' option is enabled. This option allows customers to send a one-time email campaign to candidates who have not opted-in or opted-out of receiving email campaigns. The email campaign contains a link that allows candidates to opt-in to receive future email campaigns. This option is useful for customers who have migrated their candidate data from another system and want to obtain consent from existing candidates.
SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Candidate Relationship Management, Lesson: Email Campaigns
SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Candidate Relationship Management 11% - 20%

QUESTION 7
Configure Locales
What are some leading practices to create locales in Career Site Builder?Note: There are 2 correct answers to this question.

A. Use Google Translate to translate text for locales.

B. If the customer requires only one language and it is NOT en_US, you can change the default locale.

C. Follow the same layout for the localized pages as the default locale.

D. Create the Home page for the locale instead of duplicating it from the default locale.

Correct Answer: B, C
Section:
Explanation:
Some leading practices to create locales in Career Site Builder are:
If the customer requires only one language and it is NOT en_US, you can change the default locale. This will save you time and effort as you do not need to create a new locale and duplicate the pages and components. You can simply edit the default locale and change the language and other settings as needed1.
Follow the same layout for the localized pages as the default locale. This will ensure consistency and usability across different languages and regions. You can use the same page templates and components for the locales, and only change the text and images as required2.

The other options are not leading practices for creating locales in Career Site Builder:

Using Google Translate to translate text for locales is not recommended as it may result in inaccurate or inappropriate translations. You should use a professional translation service or a native speaker to ensure the quality and accuracy of the text3.

Creating the Home page for the locale instead of duplicating it from the default locale is not a leading practice as it will create extra work and maintenance. You can use the Duplicate Page feature to copy the Home page from the default locale and then edit the text and images as needed for the locale4.

QUESTION 8

Which of the following are leading practices regarding the Source Tracker functionality?Note: There are 3 correct answers to this question.

A. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.

B. Enable your customer's Source Tracker options from Command Center.

C. When setting up the Source Tracker for your customer, always enable all possible sources.

D. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.

E. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.

Correct Answer: A, B, D
Section:
Explanation:
The Source Tracker functionality allows you to track the effectiveness of your sourcing channels and campaigns by generating unique tracking links for each job posting. These links can be used to manually post jobs on external sites, such as social media, job boards, or email campaigns. The tracking links capture the source of the candidates who apply through them, and enable reporting in Advanced Analytics for manually posted jobs. You can generate tracking links from Recruiting > Source Tracker > Campaign URL Builder, where you can select the job requisition, the source, and the campaign name. You can also enable your customer's Source Tracker options from Command Center, where you can configure the default source, the source expiration, and the source attribution. You can also edit the sources that are available to select from the Site Source Editor. You should not enable all possible sources, as this may cause confusion and inaccurate data. You should only enable the sources that are relevant and useful for your customer. If a source that the customer requests is not available to enable in the Site Source Editor, you can submit a support ticket to request that the source be created.Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP SuccessFactors Recruiting: Candidate Experience Academy
[Reviewing the Candidate Experience in SAP SuccessFactors Recruiting]

QUESTION 9
Move to Production
When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

A. Content pages, Category pages, Job Layouts, Career Site Builder Settings

B. Site Settings, Career Site Builder Settings, Category pages, Translations

C. Candidate Profile, Site Settings, Translations, Category pages

D. Site Settings, Career Site Builder Settings, Content pages, Translations

Correct Answer: B
Section:
Explanation:
Option B is correct because when moving a Career Site Builder site to production, you need to export four XML files: Site Settings, Career Site Builder Settings, Category pages, and Translations1.These files contain the configuration and content of your site, such as the site name, URL, logo, theme, layout, language, categories, and pages1.
Option A is incorrect because Content pages and Job Layouts are not required to export for the move to production.Content pages are automatically generated from the Category pages, and Job Layouts are part of the Career Site Builder Settings1.
Option C is incorrect because Candidate Profile is not an XML file that can be exported from Career Site Builder. Candidate Profile is a feature that allows candidates to create and manage their profiles on the career site.
Option D is incorrect because Content pages are not required to export for the move to production, as explained above.
1: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs
2: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

3: HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration | SAP Training
[4]: SAP SuccessFactors Recruiting | SAP Help Portal

QUESTION 10
Which of the following are characteristics of a multi-location job posting in Career Site Builder (CSB)?Note: There are 3 correct answers to this question.

A. The City, State, and Postal Code fields are NOT required on the job requisition template.

B. The Google Map on the CSB site shows all locations where a job may be filled.

C. The street address is displayed in the standard Location field in CSB.

D. The standard Location Foundation Object field must be configured.

E. The primary Location value does NOT need to be identified.

Correct Answer: B, D, E
Section:
Explanation:
A multi-location job posting in CSB allows you to post a job that can be filled in more than one location. To enable this feature, you need to do the following:
Configure the standard Location Foundation Object field on the job requisition template and make it multi-selectable. This field will store the list of locations where the job can be filled.
Enable the Google Map integration in CSB and configure the map settings. The Google Map on the CSB site will show all the locations where the job can be filled based on the values in the Location Foundation Object field.
Configure the standard Location field in CSB to display the primary location value only. The primary location value is the first value in the Location Foundation Object field. The street address is not displayed in this field.
Optionally, you can also configure a custom field to display the full list of locations where the job can be filled.
SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Multi-Location Job Posting
SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Job Delivery <= 10%

QUESTION 11
Which elements need to be checked after a Career Site Builder site is moved from stage to production?

A. Site kit selection

B. Map settings

C. External redirects open in the same browser tab

D. Site URLs

Correct Answer: D
Section:
Explanation:
After a Career Site Builder site is moved from stage to production, the site URLs need to be checked to ensure that they are pointing to the correct environment and domain. The site kit selection, map settings, and external redirects are not affected by the move to production and do not need to be checked.Reference:SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Move to Production, Slide 8.

QUESTION 12
What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call?Note: There are 2 correct answers to this question.

A. Assist the customer to complete the Readiness Checklist.

B. Review the statement of work (SOW).

C. Develop the CSB project plan.

D. Finish the CSB Configuration Workbook.

Correct Answer: A, B
Section:

Explanation:
According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course1, before the CSB kickoff call, the following actions are recommended:
Assist the customer to complete the Readiness Checklist. This checklist helps the customer to prepare for the CSB implementation by gathering the necessary information and assets, such as logos, images, videos, etc.
Review the statement of work (SOW). This document defines the scope, deliverables, timeline, and responsibilities of the CSB project. It is important to review the SOW to ensure that the customer's expectations and requirements are aligned with the project plan and budget.
Developing the CSB project plan and finishing the CSB Configuration Workbook are not recommended actions before the CSB kickoff call. These tasks are usually done after the kickoff call, as part of the CSB implementation process.Reference:SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023,SAP SuccessFactors Recruiting: Candidate Experience Administration

QUESTION 13
Career Site Design and Accessibility
What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)?Note: There are 3 correct answers to this question.

A. A new site map is created and delivered to Google and Bing weekly.
B. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
C. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.
D. The jobs posted to CSB sites are accessible to website crawlers.
E. CSB automatically populates hidden text on every page with the keywords provided in the metadata.

Correct Answer: A, B, C
Section:
Explanation:
Some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB) are:
A new site map is created and delivered to Google and Bing weekly. This will help the search engines index the career site and its pages and jobs more efficiently and accurately1.
CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings. This will help the career site rank higher for relevant keywords and attract more candidates2.
CSB uses metadata to help ensure that jobs and pages are search engine-friendly. This will help the career site provide relevant and descriptive information to the search engines and the candidates3.
The other options are not valid SEO leading practices achieved by CSB:
The jobs posted to CSB sites are accessible to website crawlers. This is not a leading practice, but a basic requirement for any career site to be visible to search engines. CSB does not provide any special feature or advantage for this4.
CSB automatically populates hidden text on every page with the keywords provided in the metadata. This is not a leading practice, but a black hat SEO technique that can harm the career site's ranking and reputation. CSB does not support or recommend this5.

QUESTION 14
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. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
B. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
C. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
D. API Key is from CSB > Settings > Site Configuration > Site Integrations.

Correct Answer: A, D
Section:
Explanation:
When setting up Real Time Job Sync, the values to populate the Service Provider Settings in Provisioning can be found in two places:
The URLs, Username, and Password are from CSB > Tools > Manage API Credentials1.The Manage API Credentials page allows you to enter or modify authentication information that connects SAP SuccessFactors Recruiting with Career Site Builder for Real Time Job Sync1.
The API Key is from CSB > Settings > Site Configuration > Site Integrations2.The Site Integrations page provides information about the integration between your career site instance and SAP SuccessFactors2

QUESTION 15

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. Edit the talent pool and select values for the additional attributes.

D. Ensure that the location foundation object is enabled and that all required locations have been created.

E. Create custom generic objects for Goods Sold and Store Size.

Correct Answer: C, D, E
Section:
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.
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%

QUESTION 16
What configurations are available so that your customer's Career Site Builder administrators are notified when their SSL certificate needs to be renewed?
Note: There are 3 correct answers to this question

A. From CSB > Users > Roles, provide permission for SSL Certificates.

B. From CSB > Users > Roles, provide permission for IDP Configuration:

C. From CSB > Users > Roles, provide permission for the Site Configuration menu.

D. From CSB > Settings > Data Privacy & Security Settings, enable the Content Security Policy.

E. From CSB > Users > Admin Users, select Enable SSL Notification.

Correct Answer: A, C, E
Section:
Explanation:
To enable the SSL notification feature for Career Site Builder administrators, you need to do the following configurations:
From CSB > Users > Roles, provide permission for SSL Certificates. This allows the administrators to view and manage the SSL certificates for their sites.
From CSB > Users > Roles, provide permission for the Site Configuration menu. This allows the administrators to access the site settings, such as domain, language, and analytics.
From CSB > Users > Admin Users, select Enable SSL Notification. This allows the administrators to receive email notifications when their SSL certificates are about to expire or have expired. The other options are not related to the SSL notification feature. The IDP Configuration permission is for configuring the identity provider settings for single sign-on. The Content Security Policy setting is for defining the sources of content that are allowed to load on the site.Reference:SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Site Setup, Lesson: SSL Certificates, Slide 4-5.

QUESTION 17
Replacing the search grid in Career Site Builder with tiles achieves which of the following? Note: There are 2 correct answers to this question.

A. It allows any of the mapped fields to be displayed on the tiles.

B. It allows users to tab through the search results.

C. It allows users to share jobs on social media more easily.

D. It allows any of the fields on the job requisition to be displayed on the tiles.

Correct Answer: A, D
Section:
Explanation:
According to the SAP Help Portal1, replacing the search grid in Career Site Builder with tiles achieves the following benefits:

It allows any of the mapped fields to be displayed on the tiles.You can customize the tile layout and content by selecting the fields you want to show from the list of available fields in the Search Tiles tab in Appearance Styles Global Styles (Brand)1.

It allows any of the fields on the job requisition to be displayed on the tiles.You can also use the custom fields that you have created in the job requisition template as part of the tile content1.

It does not allow users to tab through the search results.This is a feature of the grid layout, which enables keyboard navigation through the search results2.For that reason, the tile layout is not recommended for accessibility purposes3.

It does not allow users to share jobs on social media more easily. This is a feature of the Job Details component, which enables users to share the job posting on various social media platforms. This component can be used in both grid and tile layouts.Reference:Search Tiles Settings in Career Site Builder Global Styles,Search-Related Settings in Career Site Builder,Configuring Search Grid Settings, [Job Details Component]
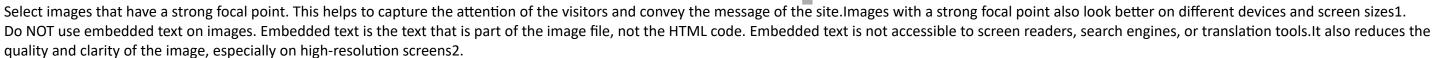
QUESTION 18
Which of the following are leading practices for using images on a Career Site Builder site?Note: There are 3 correct answers to this question.

A. Select images that have a strong focal point.

B. Do NOT use embedded text on images.

C. Unique alt text should be populated for all images in all languages.

D. Alt Text is NOT required for logos on the site.

E. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.

Correct Answer: A, B, C
Section:
Explanation:
Select images that have a strong focal point. This helps to capture the attention of the visitors and convey the message of the site.Images with a strong focal point also look better on different devices and screen sizes1.

Do NOT use embedded text on images. Embedded text is the text that is part of the image file, not the HTML code. Embedded text is not accessible to screen readers, search engines, or translation tools.It also reduces the quality and clarity of the image, especially on high-resolution screens2.

Unique alt text should be populated for all images in all languages. Alt text is the text that describes the content and function of an image, and it is displayed when the image cannot be loaded or is accessed by screen readers. Alt text helps to improve the accessibility, SEO, and user experience of the site.It should be unique for each image and language, and it should be concise and relevant3.

1: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Design and Accessibility, Lesson: Image Best Practices

2: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Design and Accessibility, Lesson: Image Best Practices

3: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Design and Accessibility, Lesson: Image Best Practices

QUESTION 19
Your customer is interested in learning more about Career Site Builder (CSB).What are some of the advantages of building a career site with CSB?Note: There are 3 correct answers to this question.

A. Customers can differentiate the functionality and styling of their site through the use of custom plugin components.

B. Candidates can apply for jobs on a mobile device or a tablet.

C. Customers can update their CSB career sites on their own.

D. Customers can have multiple domain names for their branded site.

E. The customer's CSB site will precisely match the branding on their corporate site.

Correct Answer: B, C, D
Section:
Explanation:
Career Site Builder (CSB) is a tool that allows customers to create and manage their own career sites without the need for coding or technical skills. Some of the advantages of building a career site with CSB are:

Candidates can apply for jobs on a mobile device or a tablet, as CSB sites are responsive and adaptive to different screen sizes and orientations. This enhances the candidate experience and accessibility of the site.

Customers can update their CSB career sites on their own, as CSB provides a user-friendly interface and a preview mode that allows customers to see the changes before publishing them. This gives customers more control and flexibility over their site content and design.

Customers can have multiple domain names for their branded site, as CSB supports the use of custom domains and subdomains for different languages, regions, or brands. This allows customers to tailor their site to different audiences and markets.

QUESTION 20
Where can you create links to hard-to-fill jobs on the Home page?Note: There are 2 correct answers to this question.

A. Within the category dropdown menu in the header
B. Within the Featured Jobs component
C. Within the Top Job Searches link in the footer
D. Within the content dropdown menu in the header

Correct Answer: B, C
Section:
Explanation:
You can create links to hard-to-fill jobs on the Home page by using the following methods:

Within the Featured Jobs component: This component allows you to display a list of jobs that you want to highlight on the Home page.You can select the jobs manually or use rules to filter them based on criteria such as location, function, or industry1. This way, you can showcase the hard-to-fill jobs to the candidates and encourage them to apply.

Within the Top Job Searches link in the footer: This link allows you to display a list of popular or trending job searches on the Home page.You can configure the link to show the top job searches based on the number of clicks, views, or applications2. This way, you can attract the candidates to the hard-to-fill jobs that are in high demand.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Pages and Components, Lesson: Creating and Configuring Components, Slide 13

SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 4: Career Site Builder Pages and Components, Lesson: Creating and Configuring Components, Slide 14

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Career Site Builder Pages and Components <= 10%

QUESTION 21
Site Setup
Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

A. Recruiting Advanced Analytics
B. Career Site
C. Delete Jobs
D. API Credentials
E. Career Site Builder

Correct Answer: B, D, E
Section:
Explanation:
The Command Center is a central location where you can access various features and settings related to your Career Site Builder site. The quick links are shortcuts to the most commonly used functions, such as editing your site, managing your API credentials, or viewing your career site. The quick links available in Command Center are:

Career Site: This link opens your career site in a new tab, where you can see how it looks to candidates and test its functionality.

API Credentials: This link takes you to the API Credentials page, where you can generate, view, and revoke your API keys for integrating with external systems or services, such as job boards, CRM platforms, or analytics tools.

Career Site Builder: This link takes you to the Career Site Builder page, where you can edit your site settings, pages, components, styles, and content. You can also preview, publish, or revert your changes from here.

Recruiting Advanced AnalyticsandDelete Jobsare not quick links in Command Center, but they are available in other sections of the Admin Center. Recruiting Advanced Analytics is a reporting tool that allows you to measure and optimize your recruiting performance and candidate experience. Delete Jobs is a function that allows you to permanently remove jobs from your system, either individually or in bulk.Reference:1,2,3

QUESTION 22

What is recommended to be included in the header navigation menu?Note: There are 2 correct answers to this question.

A. Links to Category pages

B. Links to Content pages

C. Links to social networks

D. Links to top job searches

Correct Answer: A, B
Section:
Explanation:
The header navigation menu is a component that allows candidates to navigate through different pages on your career site. It is recommended to include links to Category pages and Content pages in the header navigation menu, as these pages provide relevant information and opportunities for the candidates. Category pages are pages that display job requisitions based on predefined criteria, such as location, function, or industry. Content pages are pages that display custom content, such as company culture, benefits, testimonials, or events. By including links to these pages, you can showcase your employer brand, attract candidates to your job openings, and enhance the candidate experience.
Links to social networks and top job searches are not recommended to be included in the header navigation menu, as they are not essential for the candidate journey. Links to social networks can be added to the footer or the sidebar of your career site, as they are secondary sources of information and engagement. Links to top job searches can be added to the homepage or the search results page of your career site, as they are dynamic and contextual. Adding too many links to the header navigation menu can clutter the user interface and distract the candidates from the main content and actions.Reference:
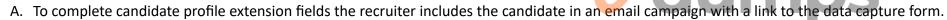SAP SuccessFactors Recruiting: Candidate Experience 2H/2023
SAP SuccessFactors Recruiting: Candidate Experience Academy
HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

QUESTION 23
A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

A. To complete candidate profile extension fields the recruiter includes the candidate in an email campaign with a link to the data capture form.

B. To complete standard fields on the candidate profile the candidate logs into their candidate profile completes the remaining fields.

C. To complete any missing fields the recruiter generates a code for the candidate to use when attempting to update the data capture form.

D. Existing candidates are NOT able to complete new fields on a data capture form.

Correct Answer: A, B
Section:

QUESTION 24
Which of the following are prerequisites for enabling Candidate Relationship Management?

A. SAP SuccessFactors Recruiting Posting

B. Advanced Analytics in SAP SuccessFactors Recruiting

C. SAP SuccessFactors Onboarding

D. A career site built with Career Site Builder

Correct Answer: D
Section:

QUESTION 25
Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location.
What do you recommend?
Note: There are 2 correct answers to this question.

A. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.

B. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.

C. Create a specific applicant status on the Talent Pipeline and move qualified candidates who were NOT hired there.

D. Create a field such as 'Silver Medalist' on the application view of the Candidate Workbench and select it for qualified candidates who were NOT hired.

Correct Answer: A, C
Section:
Explanation:
To consolidate qualified candidates who were not hired for critical positions in a central location, you can use the following features:

Talent pools: These are groups of candidates that share common characteristics, such as skills, interests, or qualifications. You can create talent pools and add qualified candidates who were not hired to the appropriate talent pools, to maintain a relationship with them and engage them for future opportunities. You can also use the Candidate Relationship Management feature to send targeted email campaigns, invitations, or surveys to the candidates in your talent pools.

Talent Pipeline: This is a feature that allows you to track the progress of candidates through different stages of the recruiting process, such as sourced, contacted, screened, interviewed, or offered. You can create a specific applicant status on the Talent Pipeline, such as ''Silver Medalist'' or ''Backup'', and move qualified candidates who were not hired there, to keep them visible and accessible for the recruiters. You can also use the Talent Pipeline to view the candidate profile, history, and notes, and to perform actions such as sending emails, scheduling interviews, or changing statuses.

Creating a Content page on the career site or a field on the application view of the Candidate Workbench are not recommended ways to consolidate qualified candidates who were not hired. A Content page on the career site is a page that displays custom content, such as company culture, benefits, testimonials, or events. It is not a suitable place to store or manage candidate data, as it is public and not integrated with the Recruiting Management module. A field on the application view of the Candidate Workbench is a field that displays additional information about the candidate, such as resume, cover letter, or ratings. It is not a convenient way to group or filter candidates, as it is not searchable or sortable, and it does not allow bulk actions or communications.Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration

HR840 - SAP SuccessFactors Recruiting: Recruiter Experience Administration

QUESTION 26
Your customer wants to build three About Us pages on their Career Site Builder (CSB) site, in addition to a link that opens a page on their corporate site.What are the steps to configure the About Us links in the header?Note: There are 3 correct answers to this question.

A. Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site.

B. Enable the About Us link in the header that is provided with all CSB sites.

C. Create category type links in the header under About Us that link to the three internal pages.

D. Create content type links in the header under About Us that link to the three internal pages.

E. Create a list type link in the header named About Us.

Correct Answer: A, C, E
Section:
Explanation:
To configure the About Us links in the header, you need to do the following:

Create a list type link in the header named About Us. This will create a drop-down menu that can contain multiple links under the About Us label.

Create category type links in the header under About Us that link to the three internal pages. These pages are created using the Page Builder tool in CSB, and they can contain various components and content related to the customer's organization, such as mission, vision, values, culture, etc.

Create an external type link in the header under About Us that opens a new session and links to the page hosted on the customer's corporate site. This will allow the candidates to access more information about the customer's company from their main website.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Career Site Builder Pages and Components, Lesson: Header and Footer

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Career Site Builder Pages and Components <= 10%

QUESTION 27

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements. Which of the following are associated with a standard XML feed?Note: There are 2 correct answers to this question.

A. All of the customer's jobs are included in a standard XML Feed.

B. Customers need to renew XML job feeds annually.

C. One standard XML feed is included in the statement of work for a standard recruiting implementation.

D. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.

Correct Answer: C, D
Section:
Explanation:
A standard XML feed is a predefined format of job data that can be used to distribute jobs to external job boards or aggregators. The following are associated with a standard XML feed:
One standard XML feed is included in the statement of work for a standard recruiting implementation. This means that the customer can request one standard XML feed as part of the implementation project, without any additional cost or effort. The standard XML feed will include the default fields and attributes that are supported by Career Site Builder.
The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center. This means that the customer can configure the frequency and timing of the XML feed delivery, and use the FTP Scheduler tool to automate the process of sending the XML feed file to the destination server. This ensures that the job data is updated regularly and consistently across the external sources.Reference:SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Job Delivery, Slide 13-14.

QUESTION 28
Candidate Relationship Management
Your customer is planning to host a virtual job fair to connect with potential candidates who have experience in the medical industry. You create a Candidate Profile Extension field with an associated picklist. Where will you add this field so that candidates can complete it during the job fair even if they do NOT apply for a job?

A. Add the field to a data capture form.

B. Add the field to the Application template.

C. Add the field to the Candidate Profile template.

D. Add the field to the Create an Account page.

Correct Answer: A
Section:
Explanation:
Option A is correct because adding the field to a data capture form will allow candidates to complete it during the job fair even if they do not apply for a job. A data capture form is a tool that collects candidate information on a landing page without requiring them to create an account or submit an application.Data capture forms can be used for events, campaigns, or surveys to engage with potential candidates and build talent pools1.
Option B is incorrect because adding the field to the Application template will only allow candidates to complete it if they apply for a job. The Application template is the form that candidates fill out when they apply for a specific job requisition on the career site.The Application template is not suitable for capturing candidate information for general events or campaigns2.
Option C is incorrect because adding the field to the Candidate Profile template will only allow candidates to complete it if they create or update their profile on the career site. The Candidate Profile template is the form that candidates fill out when they create or update their profile on the career site.The Candidate Profile template is not suitable for capturing candidate information for general events or campaigns3.
Option D is incorrect because adding the field to the Create an Account page will only allow candidates to complete it if they create an account on the career site. The Create an Account page is the page that candidates see when they click on the Create an Account button on the career site. The Create an Account page is not suitable for capturing candidate information for general events or campaigns.
1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification
2: Get certified in SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Learning
3: Creating and Editing Data Capture Forms | SAP Help Portal
4: Application Template | SAP Help Portal
5: Candidate Profile Template | SAP Help Portal
[6]: Create an Account Page | SAP Help Portal

QUESTION 29
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. Duplicate the page from the base locale and enter the translations on the duplicated pages.

C. Export the default language to an XML file, enter the translations, and import.

D. Create a new header and footer for each translated page.

Correct Answer: A, C
Section:
Explanation:
According to the SAP Help Portal1, some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB) are:

Enter the translations into the Translations menu in CSB. This is the recommended method for entering translations for labels, buttons, messages, and other text elements that are used throughout the CSB site. You can access the Translations menu from the Tools tab in CSB, and select the language and the category of the text element you want to translate. You can also search for a specific text element by its name or value.You can enter the translations manually or import them from an XML file1.

Export the default language to an XML file, enter the translations, and import. This is an alternative method for entering translations for text elements, especially if you have a large number of translations to enter. You can export the default language (usually English) to an XML file from the Translations menu in CSB, and then use a text editor or a spreadsheet program to enter the translations for each text element.You can then import the XML file back to CSB, and the translations will be applied to the corresponding text elements1.

Duplicate the page from the base locale and enter the translations on the duplicated pages is not a leading practice to enter language translations for customer-specific content into CSB. This is because duplicating pages creates unnecessary maintenance and complexity, as you have to update each page separately whenever you make a change. Instead, you should use the Locale feature in CSB, which allows you to create different versions of the same page for different languages. You can access the Locale feature from the Pages tab in CSB, and select the base page and the language you want to create a new version for. You can then enter the translations for the page content, such as titles, headings, paragraphs, etc.You can also use the Translations menu to translate the text elements that are used on the page2.

Create a new header and footer for each translated page is not a leading practice to enter language translations for customer-specific content into CSB. This is because creating new headers and footers for each language adds unnecessary duplication and inconsistency, as you have to manage multiple versions of the same components. Instead, you should use the Locale feature in CSB, which allows you to create different versions of the same header and footer for different languages. You can access the Locale feature from the Components tab in CSB, and select the base header or footer and the language you want to create a new version for. You can then enter the translations for the header or footer content, such as logos, links, menus, etc.You can also use the Translations menu to translate the text elements that are used in the header or footer2.Reference:Career Site Builder Translations,Career Site Builder Locales

QUESTION 30
Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder?Note: There are 3 correct answers to this question.

A. Custom third-party cascading style sheets (CSS)

B. Custom third-party survey tools

C. Custom third-party libraries

D. Custom third-party analytics for tracking purposes

E. Custom third-party chatbots

Correct Answer: B, D, E
Section:
Explanation:
Career Site Builder allows you to add custom JavaScript code to your career site for various purposes, such as enhancing the functionality, appearance, or interactivity of your site. However, not all types of JavaScript code are supported or recommended by SAP SuccessFactors. According to theCareer Site Builder Implementation Guide, the following types of JavaScript code are acceptable:

Custom third-party survey tools: You can use JavaScript code to embed survey tools from third-party providers, such as SurveyMonkey or Qualtrics, to collect feedback from your site visitors or candidates.

Custom third-party analytics for tracking purposes: You can use JavaScript code to integrate analytics tools from third-party providers, such as Google Analytics or Adobe Analytics, to track and measure the performance of your site, such as traffic, conversions, or bounce rate.

Custom third-party chatbots: You can use JavaScript code to add chatbots from third-party providers, such as Drift or Intercom, to provide live chat support or guidance to your site visitors or candidates.

The following types of JavaScript code are not acceptable:

Custom third-party cascading style sheets (CSS): You cannot use JavaScript code to inject CSS styles from third-party sources, as this may cause conflicts or inconsistencies with the existing styles of your site. You should use the Global Styles feature of Career Site Builder to customize the appearance of your site elements, such as fonts, colors, or layouts.

Custom third-party libraries: You cannot use JavaScript code to load external libraries from third-party sources, such as jQuery or Bootstrap, as this may cause compatibility issues or performance degradation of your site. You should use the built-in components and features of Career Site Builder to create and manage your site content, such as pages, headers, footers, or widgets.

Career Site Builder Implementation Guide: This document provides detailed information on how to configure and use Career Site Builder to create and maintain your career site, including how to add custom JavaScript code to your site.

QUESTION 31
Other Career Site Setup
What is the recommended naming convention when setting up a subdomain for a customer's Career Site Builder site?Note: There are 2 correct answers to this question.

A. careers.<company>.com

B. <company>.careers.com

C. jobs.<company>.com

D. <company>.com/jobs

Correct Answer: A, C
Section:
Explanation:
When setting up a subdomain for a customer's Career Site Builder site, the recommended naming convention is to use either careers.<company>.com or jobs.<company>.com, where <company> is the name of the customer's organization. These naming conventions are preferred because they:
Indicate the purpose of the site, which is to showcase the career opportunities and the job openings of the customer.
Enhance the search engine optimization (SEO) of the site, which helps to rank higher in the search results and attract more traffic and candidates.
Maintain the branding and identity of the customer, which helps to build trust and recognition among the candidates and the visitors.
Simplify the domain management and maintenance, which reduces the complexity and the cost of the site administration.
The other two options are incorrect because:
<company>.careers.com: This naming convention is not recommended because it uses a generic top-level domain (TLD) of .com, which does not indicate the specific country or region of the customer. This could cause confusion and ambiguity among the candidates and the visitors, especially if the customer operates in multiple markets or locations. Moreover, this naming convention could conflict with other existing domains that use the same TLD and the same prefix of careers.
<company>.com/jobs: This naming convention is not recommended because it uses a subdirectory or a subfolder of /jobs, rather than a subdomain. This could affect the performance and the security of the site, as well as the SEO ranking. For example, using a subdirectory could slow down the loading speed of the site, as it shares the same server and the same resources with the main domain. It could also expose the site to more risks and vulnerabilities, as it inherits the same security settings and the same certificates as the main domain. Furthermore, using a subdirectory could lower the SEO ranking of the site, as it competes with the main domain and the other subdirectories for the same keywords and the same authority.
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 2: Site Setup]

QUESTION 32
Move to Production
What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

A. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.

B. Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used.

C. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.

D. SSL certificates must be installed for both the stage and production CSB environments.

E. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.

Correct Answer: A, B, D
Section:
Explanation:
Some leading practices regarding SSL certificates for Career Site Builder (CSB) sites are:

It is critical to prevent the SSL certificate from expiring so that candidates are not blocked from accessing the CSB site. An expired SSL certificate will cause security warnings and errors for the candidates and may damage the reputation and trust of the company1.

Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used. A wildcard certificate is a certificate that covers multiple subdomains under the same domain name, such as *.example.com. This will save time and cost for the customer and simplify the certificate management process2.

SSL certificates must be installed for both the stage and production CSB environments. This will ensure that the CSB site is secure and functional in both environments and allow for testing and validation before moving to production3.

The other options are not valid leading practices regarding SSL certificates for CSB sites:

Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support. This is not true, as the SSL certificate renewal process requires coordination and communication between the customer, the certificate authority, and the Product Support team. The customer or consultant can initiate the renewal request in CSB, but they still need to provide the certificate files and information to Product Support for installation.

The implementation consultant begins the SSL certificate process as soon as the site is moved to production. This is not a leading practice, as the SSL certificate process should be started as early as possible in the project timeline, preferably during the design phase. This will allow enough time for the certificate procurement, installation, and testing, and avoid any delays or issues in the go-live phase.

QUESTION 33
What are some leading practices when creating a color palette for the Career Site Builder site?Note: There are 3 correct answers to this question.

A. Add colors for all brands that will be needed for a multi-branded site.

B. Create colors using the color picker grid or by typing in the RGB or hex code.

C. Use the opacity slide to lighten a color in your palette instead of creating a new color.

D. Archive colors that are only used in the header and footer.

E. Enter a label for each color in your customer's color palette.

Correct Answer: B, C, E
Section:
Explanation:
Option B is correct because you can create colors for your Career Site Builder site using the color picker grid or by typing in the RGB or hex code.This gives you more flexibility and precision in choosing the colors that match your customer's branding and design1.

Option C is correct because you can use the opacity slide to lighten a color in your palette instead of creating a new color.This helps you save space in your palette and avoid having too many similar colors1.

Option D is incorrect because you should not archive colors that are only used in the header and footer. Archiving a color will remove it from your palette and from any components that use it.This can cause errors and inconsistencies in your site design1.

Option E is correct because you should enter a label for each color in your customer's color palette.This helps you identify and organize the colors in your palette and makes it easier to apply them to the components in your site1.

Option A is incorrect because you should not add colors for all brands that will be needed for a multi-branded site. You should create separate color palettes for each brand and assign them to the corresponding site settings.This allows you to manage the colors for each brand independently and avoid confusion and duplication1.

1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification
2: 1H 2023 Release Highlights: Talent Acquisition Innovations and Enhancements | SAP Blogs
3: Career Site Builder Global Settings and Global Styles | SAP Help Portal

QUESTION 34
You have enabled Candidate Relationship Management created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

A. When sending an email associated with a Recruiting email trigger

B. When sending an email from the Candidate Search page

C. When sending an email associated with an applicant status

D. When sending an email from the Applicant Workbench

Correct Answer: B, D
Section: