Question 1

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

Options:

A- Enable LinkedIn integration.

B- Enable Mobile Apply.

C- Configure one job layout.

D- Configure 20 Category or Content pages.

E- Configure one standard XML feed.

Answer:

A, C, D

Question 2

What are some of the ways that candidates can be added to a talent pool?Note: There are 3 correct answers to this question.

Options:

A- Add from the Candidate Workbench (Talent Pipeline page).

B- Add from an email campaign.

C- Auto-populate from a saved search.

D- Add from a Candidate Search.

E- Candidates can add themselves.

Answer:

A, C, D

Question 3

Question Type: **MultipleChoice**

When you test the customer's Career Site Builder (CSB) site with an accessibility checker, two of the footer links display Redundant Title Text alerts.How can you correct this?

Options:

A- Replace the footer link with one that does NOT require a title tag.

B- Click the CODE link for suggestions to correct the issue.

C- Rename the link using different text for the Title and Text.

D- The Redundant Title Text issue CANNOT be corrected in the footer of CSB sites.

Answer:

B

Question 4

How is defaulted/system text, such as text on the search bar, translated or changed on a Career Site Builder site?

Note: There are 3 correct answers to this question.

Options:

A- System text translations can be changed from Career Site Builder > Tools > Translations.

B- System text translations are only possible for the site's default language.

C- System text translations are made from Career Site Builder > Global Settings.

D- System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.

E- System text is translated when the locale is enabled.

Answer:

A, D, E

Question 5

Question Type: **MultipleChoice**

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site.What are the actions you need to take to facilitate this reporting?Note: There are 2 correct answers to this question.

Options:

A- Add a campaign code to all XML job feeds that you create for your customer.

B- Recommend that your customer opt-in for the Organic Network.

C- Deliver source-coded backlinks so that your customer can replace all links from their externally- hosted sites to their CSB site.

D- Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.

Answer:

A, D

Question 6

Question Type: MultipleChoice

The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

Options:

A- Content page

B- Map page

C- Landing page

D- Category page

Answer:

D

Question 7

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery?Note: There are 2 correct answers to this question.

Options:

A- Automated standard XML feeds and scheduled job scraping

B- Automated standard XML feeds and custom XML feeds

C- Automated standard XML feeds and Recruiting Posting

D- Automated Recruiting Posting and scheduled job scraping

Answer:

B, D

Question 8

What is an example of something you can change using the Translation menu in Career Site Builder?

Options:

A- Header and footer links

B- Job layouts and category rules

C- Job Alert and Registration email templates

D- Job field mappings labels and site buttons

Answer:

D

Question 9

Question Type: **MultipleChoice**

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.

Options:

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.

Answer:

A, D

Question 10

Question Type: MultipleChoice

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.

Options:

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

Answer:

A, B, D

Question 11

Question Type: **MultipleChoice**

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.

Options:

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.

Answer:

B, C

Question 12

Question Type: MultipleChoice

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?

Options:

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.

Answer:

A

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