Question 1

Job Data Leading Practices

What are some leading practices when creating job descriptions in the requisition?

Options:

A- Add an image to the job description to attract more attention.

B- Place the most unique information about the job at the top of the job description.

C- Do NOT include bullets in job descriptions as they will not display in the career site.

D- Include information in the job description such as company information and benefits.

Answer:

B

Question 2

Job Delivery

As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page.

Which URL contains the correct tracking links for this scenario?

Options:

A- https://jobs.company.com/go/Sales- Jobs/597140/?utm_source=sales2023&utm_campaign=youtube

B- https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

C- https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube

D- https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube?utm_campaign=sales2023

Answer:

B

Explanation:

The correct URL for the scenario is:

https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023

This URL contains the correct tracking links for the following reasons:

The utm_source parameter specifies the source of the traffic, which is youtube in this case1.

The utm_campaign parameter specifies the name of the campaign, which is sales2023 in this case1.

The utm_source and utm_campaign parameters are separated by an ampersand (&) and preceded by a question mark (?) after the main URL1.

The other options are incorrect for the following reasons:

Option A: The utm_source and utm_campaign parameters are reversed, which will result in inaccurate tracking of the traffic source and campaign name1.

Option C: The utm_source and utm_campaign parameters are preceded by an ampersand (&) instead of a question mark (?), which will cause an error in the URL syntax1.

Option D: The utm_source and utm_campaign parameters are separated by a question mark (?) instead of an ampersand (&), which will cause an error in the URL syntax1.

Question 3

Question Type: **MultipleChoice**

Career Site Builder Pages and Components

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally.

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- Category page

D- Landing page

Answer:

D

Explanation:

Option D is correct because the content of a landing page is most often hosted by a customer externally and linked with their CSB site. A landing page is a web page that is designed for a specific purpose, such as a campaign, an event, a survey, or a promotion. A landing page can have a different look and feel from the main career site and can include custom content, images, videos, forms, and calls to action.Some customers prefer to host their landing pages externally and link them with their CSB site, so that they can have more

control and flexibility over the design and functionality of the landing pages1.

Option A is incorrect because the content of a content page is usually hosted by the CSB site and not by a customer externally. A content page is a web page that is part of the main career site and contains information about the customer's company, culture, values, benefits, and opportunities. A content page can be created and edited in CSB using the available components and layouts.

Option B is incorrect because the content of a map page is usually hosted by the CSB site and not by a customer externally. A map page is a web page that displays a map of the customer's locations and allows candidates to search for jobs by location. A map page can be created and edited in CSB using the Map component and the Map Settings.

Option C is incorrect because the content of a category page is usually hosted by the CSB site and not by a customer externally. A category page is a web page that displays a list of jobs that belong to a specific category, such as function, department, or location. A category page can be created and edited in CSB using the Category Settings and the Job List component.

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 Landing Pages | SAP Help Portal

[4]: Career Site Builder Pages and Components | SAP Help Portal

Question 4

Question Type: MultipleChoice

Move to Production

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production?

Note: There are 3 correct answers to this question.

Options:

A- The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.

B- Email layouts have NOT been configured in the CSB stage environment.

C- The SSL certificate has NOT yet been created.

D- You exported Site Settings from stage but did NOT update values in the XML file.

E- SAP SuccessFactors has released code to preview, but NOT yet to production.

Answer:

A, C, D

Question 5

Question Type: **MultipleChoice**

Career Site Design and Accessibility

Which are some leading practices when using a link on a career site?Note: There are 3 correct answers to this question.

Options:

A- Populate the title text for each link.

B- Include multiple links to the customer's corporate site.

C- If blue text is used on the site, ensure that it's always used to represent links.

D- All external links from the career site should open in the same browser window.

E- When a user clicks on the link, immediately display what the user expects to see.

Answer:

A, C, E

Explanation:

Some leading practices when using a link on a career site are:

Populate the title text for each link. This will provide additional information about the link when the user hovers over it, and also improve the accessibility for screen readers and search engines1.

If blue text is used on the site, ensure that it's always used to represent links. This will create a consistent visual cue for the users to identify the links and avoid confusion2.

When a user clicks on the link, immediately display what the user expects to see. This will enhance the user experience and satisfaction by reducing the loading time and providing relevant content3.

The other options are not leading practices when using a link on a career site:

Include multiple links to the customer's corporate site. This will distract the user from the main purpose of the career site, which is to apply for jobs, and also create a cluttered and confusing layout4.

All external links from the career site should open in the same browser window. This will interrupt the user's browsing flow and make it harder for them to return to the career site. It is better to open external links in a new browser tab or window5.

Question 6

Question Type: **MultipleChoice**

What are some options when sending an email campaign?Note: There are 2 correct answers to this question.

Options:

A- Up to 5 million candidates can be added to an email campaign.

B- An email campaign can be sent multiple times.

C- A test email can be sent.

D- Email campaigns can be configured to be sent at a later time.

Answer:

C, D

Question 7

Question Type: **MultipleChoice**

Configure Locales

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

Options:

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.

Answer:

B, C

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

Question Type: MultipleChoice

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.

Options:

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.

Question 9

Question Type: MultipleChoice

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title:	Jobs at Best Run
Meta Keywords:	Sales, Engineering, Human Resources, Management Jobs
Meta Description:	Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more

Note: There are 2 correct answers to this question.

Options:

A- When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.

B- When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.

C- Populating the Meta Keywords field is much more important that using keywords in the page content.

D- Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.

Answer:

A, D

Question 10

Question Type: **MultipleChoice**

Other Career Site Setup

When Mobile Apply is enabled for Career Site Builder, which elements are consolidated onto a single page for candidates to complete?Note: There are 2 correct answers to this question.

Options:

A- People profile templates

B- Offer approval template

C- Application template

D- Candidate profile template

Answer:

C, D

Explanation:

Option C is correct because when Mobile Apply is enabled for Career Site Builder, the application template is consolidated onto a single page for candidates to complete. The application template contains the fields and questions that the candidates need to fill out when applying for a job.The Mobile Apply feature simplifies the application process by reducing the number of pages and clicks that the candidates have to go through on their mobile devices1.

Option D is correct because when Mobile Apply is enabled for Career Site Builder, the candidate profile template is consolidated onto a single page for candidates to complete. The candidate profile template contains the fields and questions that the candidates need to fill out when creating or updating their profile on the career site.The Mobile Apply feature also simplifies the profile creation and update process by reducing the number of pages and clicks that the candidates have to go through on their mobile devices1.

Option A is incorrect because when Mobile Apply is enabled for Career Site Builder, the people profile templates are not consolidated onto a single page for candidates to complete. The people profile templates are used to define the fields and sections that appear on the people profile page in the SAP SuccessFactors platform.The people profile page is not part of the career site or the Mobile Apply

Question 11

Question Type: **MultipleChoice**

Your customer requires additional Home pages when enabling which of the following elements?Note: There are 2 correct answers to this question.

Options:

A- Brands

B- Maps

C- Site kits

D- Locales

Answer:

A, D