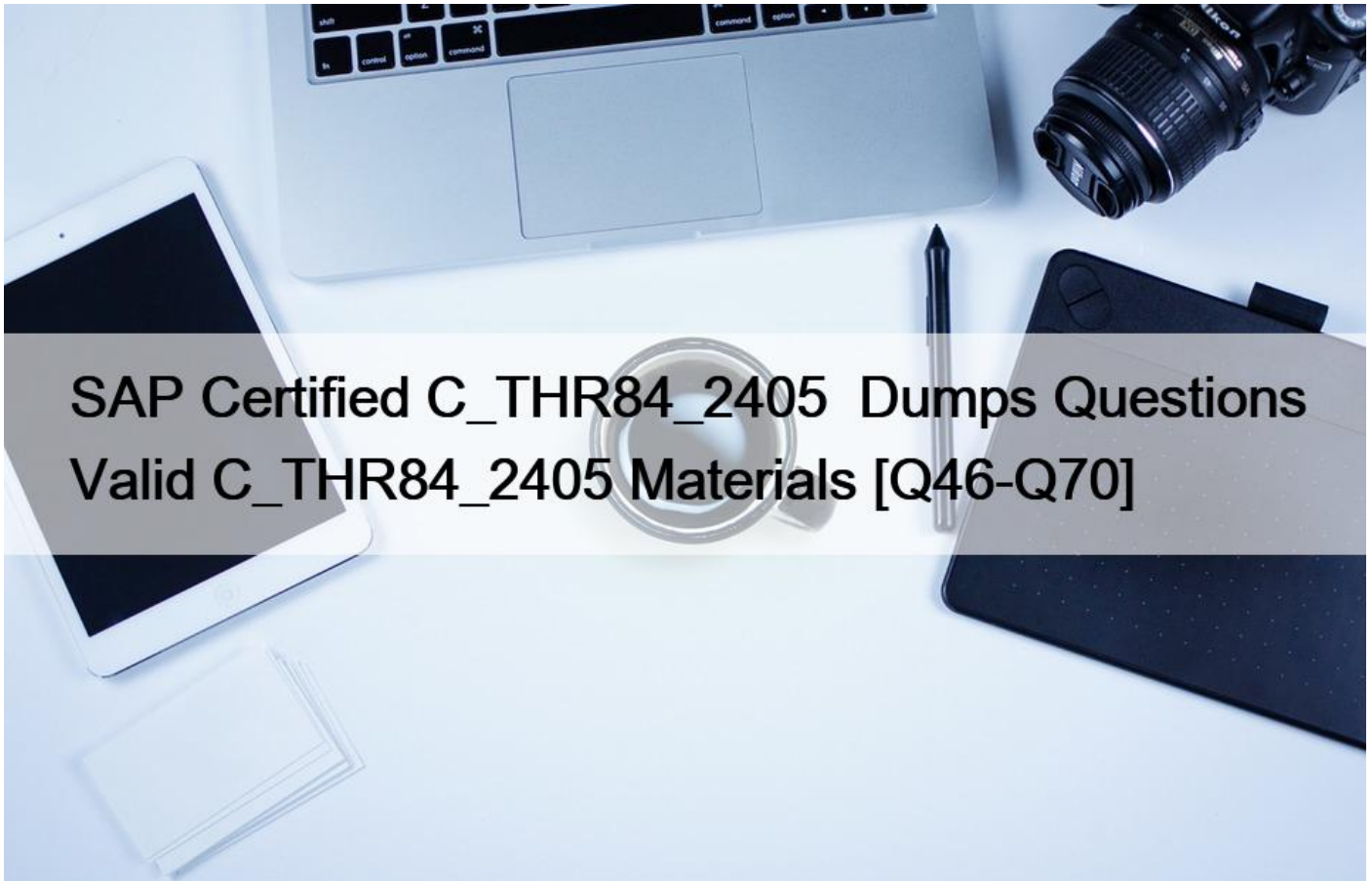


SAP Certified C_THR84_2405 Dumps Questions Valid C_THR84_2405 Materials [Q46-Q70]



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SAP C_THR84_2405 Exam Syllabus Topics:

TopicDetailsTopic 1- Move to Production: This part addresses the process of transitioning a Career Site Builder site from development to a live production environment. Candidates should understand the necessary steps for making the site operational.Topic 2- Site Setup: This section is targeted at professionals handling the initial setup of the career site. It involves enabling and performing basic configuration tasks to ensure Career Site Builder is operational and ready for use.
Topic 3- Candidate Experience Overview and Project Kickoff: This section describes the core components and steps required during the transition from Sales to implementation. It emphasizes the importance of understanding the candidate experience to ensure a smooth handoff and successful project kickoff.Topic 4- Managing Clean Core: This section evaluates the ability to apply clean core principles to ERP systems. It involves enhancing business process agility, minimizing adaptation efforts, and fostering innovation by adhering to these principles.Topic 5- Career Site Design and Accessibility: This part describes the aspects of career site accessibility, usability, and search engine optimization (SEO). Candidates should demonstrate their ability to design career sites that are user-friendly, accessible, and optimized for search engines.Topic 6- Career Site Builder Global Settings and Global Styles: This section evaluates the skills of professionals involved in setting up and configuring Career Site Builder. It includes establishing Global Settings, Global Styles, and Site Configuration to ensure the career site is well-organized and functional.Topic 7- Implement Advanced Analytics: This part evaluates the skills needed to implement

Recruiting Advanced Analytics. Candidates should demonstrate their ability to set up and use advanced analytics tools to derive insights and support recruitment strategies. Topic 8- Career Site Builder Pages and Components: This section focuses on the different page types and components available in Career Site Builder. Candidates should be able to describe the various page elements and how to use them effectively to meet organizational needs. Topic 9- Configure Locales: This section involves entering translations for candidate-facing text. Candidates should be proficient in configuring locales to ensure that the career site is accessible to a diverse, multilingual audience. Topic 10- Other Career Site Setup: This part assesses skills in configuring additional features of Career Site Builder. Candidates should be able to set up elements such as mobile applications, job layouts, and search results to build a comprehensive and user-friendly career site. Topic 11- Job Delivery: This section covers job distribution methods, generating XML feeds, and using the Source Tracker. Candidates should be able to describe various job delivery options and effectively manage job postings and tracking.

QUESTION 46

Fields defined on the job requisition and mapped to Career Site Builder can be used for which purposes? Note: There are 3 correct answers to this question.

- * Display on search results
- * Add to data capture forms
- * Display on the job layout
- * Display in the site header or footer
- * Use to create category page rules

QUESTION 47

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.

- * Customers can differentiate the functionality and styling of their site through the use of custom plugin components.
- * Candidates can apply for jobs on a mobile device or a tablet.
- * Customers can update their CSB career sites on their own.
- * Customers can have multiple domain names for their branded site.
- * The customer's CSB site will precisely match the branding on their corporate site.

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 48

Your customer has defined 10 categories. They require 2 languages and 2 brands on their career site, and want the same Category pages represented for all brands and languages. How many Category pages should be created?

- * 10

- * 20
- * 30
- * 40

The number of Category pages that should be created for a career site with 10 categories, 2 languages, and 2 brands is 40. This is because each Category page needs to be created for each combination of language and brand, to ensure that the content and layout are consistent and appropriate for each audience. For example, if the categories are Accounting, Engineering, Marketing, Sales, IT, HR, Finance, Operations, Customer Service, and Legal, and the languages are English and French, and the brands are Brand A and Brand B, then the following Category pages need to be created:

Accounting – English – Brand A

Accounting – English – Brand B

Accounting – French – Brand A

Accounting – French – Brand B

Engineering – English – Brand A

Engineering – English – Brand B

Engineering – French – Brand A

Engineering – French – Brand B

Marketing – English – Brand A

Marketing – English – Brand B

Marketing – French – Brand A

Marketing – French – Brand B

Sales – English – Brand A

Sales – English – Brand B

Sales – French – Brand A

Sales – French – Brand B

IT – English – Brand A

IT – English – Brand B

IT – French – Brand A

IT – French – Brand B

HR – English – Brand A

HR – English – Brand B

HR – French – Brand A

HR – French – Brand B

Finance – English – Brand A

Finance – English – Brand B

Finance – French – Brand A

Finance – French – Brand B

Operations – English – Brand A

Operations – English – Brand B

Operations – French – Brand A

Operations – French – Brand B

Customer Service – English – Brand A

Customer Service – English – Brand B

Customer Service – French – Brand A

Customer Service – French – Brand B

Legal – English – Brand A

Legal – English – Brand B

Legal – French – Brand A

Legal – French – Brand B

Therefore, the total number of Category pages is $10 \times 2 \times 2 = 40$. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 – SAP SuccessFactors Recruiting: Candidate Experience Administration

QUESTION 49

What are some leading practices to format job requisitions so that the job description will render correctly in the Career Site Builder

site?Note: There are 2 correct answers to this question.

- * Use simple tags such as or in job descriptions.
- * Use advanced tags such as <div> or in job descriptions.
- * Use Notepad or another plain text editor to copy and paste job descriptions.
- * Use Microsoft Word or Excel to copy and paste job descriptions.

To format job requisitions so that the job description will render correctly in the Career Site Builder site, you should follow these leading practices:

Use simple tags such as or in job descriptions. These tags are supported by Career Site Builder and can help you create bullet points, bold text, and other basic formatting options. Avoid using advanced tags such as <div> or in job descriptions, as they may cause issues with the layout and styling of the site.

Use Notepad or another plain text editor to copy and paste job descriptions. This will help you avoid any hidden formatting or characters that may come from other sources, such as Microsoft Word or Excel. These sources may introduce unwanted elements or styles that may interfere with the rendering of the job description in the Career Site Builder site. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Job Delivery, Lesson: Job Delivery, Slide 9.

QUESTION 50

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 back-end script is run to update all candidates’ settings for “Hear more about career opportunities”.
- * The candidate updates the setting for “Hear more about career opportunities” from their candidate profile.
- * A recruiter updates the setting for “Hear more about career opportunities” from the candidate’s profile.
- * The candidate selects “Hear more about career opportunities” when creating an account.
- * 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.

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.

Reference:

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 51

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.

- * The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production.
- * Email layouts have NOT been configured in the CSB stage environment.
- * The SSL certificate has NOT yet been created.
- * You exported Site Settings from stage but did NOT update values in the XML file.
- * SAP SuccessFactors has released code to preview, but NOT yet to production.

Moving the Career Site Builder (CSB) site from stage to production is the final step of the implementation process. It allows you to publish your site to the live environment and make it accessible to the candidates. However, there are some conditions that will prevent you from moving the CSB site from stage to production. Some of these conditions are:

The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production. Real Time Job Sync is a feature that synchronizes the job data between the Recruiting Management and the CSB modules. You need to configure it in both the stage and the production environments to ensure that the job data is consistent and up-to-date on your site1.

The SSL certificate has NOT yet been created. SSL is a protocol that encrypts the personal data used in the recruiting process. You need to create and install an SSL certificate for your site to ensure that the data transmission between the candidate’s browser and the site is secure and protected2.

SAP SuccessFactors has released code to preview, but NOT yet to production. SAP SuccessFactors releases code updates to the preview and the production environments at different times. You need to wait until the code is released to the production environment before you can move the CSB site from stage to production. This ensures that the site functionality and performance are not affected by the code changes3.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 6: Move to Production, Lesson: Moving to Production, Slide 7 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 6: Move to Production, Lesson: Moving to Production, Slide 8 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Move to Production <= 10%

QUESTION 52

What are some leading practices regarding text on websites?Note: There are 3 correct answers to this question.

- * Use high contrast text, for example, black text on a white background.
- * Use half the word count or less than conventional writing.
- * Avoid using bulleted or numbered lists.
- * Break up lengthy content and separate with headings.
- * Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

Text on websites is an important element of the candidate experience, as it conveys information, instructions, and messages to the visitors. Some leading practices regarding text on websites are:

Use high contrast text, for example, black text on a white background: High contrast text improves readability and accessibility, as it makes the text stand out from the background and reduces eye strain. High contrast text also helps people with visual impairments or

color blindness to perceive the text better. You can use the Color Contrast Analyzer tool1 to check the contrast ratio of your text and background colors.

Use half the word count or less than conventional writing: Web users tend to scan rather than read text, so it is important to use concise and clear language that conveys the main points quickly and effectively. You can use the Hemingway Editor tool2 to check the readability and simplicity of your text and eliminate unnecessary words, passive voice, or complex sentences.

Break up lengthy content and separate with headings: Long blocks of text can be overwhelming and boring for web users, so it is advisable to break up the content into smaller chunks and use headings to organize and label them. Headings help web users to navigate and find the information they need, and also improve the SEO (search engine optimization) of your site. You can use the HTML Heading Structure tool3 to check the hierarchy and consistency of your headings.

Avoid using bulleted or numbered lists: This is not a correct answer, because bulleted or numbered lists are useful for presenting multiple items or steps in a concise and structured way. Lists help web users to scan and comprehend the information easily, and also add visual variety to the text. However, you should avoid using too many or too long lists, as they can lose their impact and clarity. You can use the List-o-matic tool4 to generate HTML code for your lists.

Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial): This is not a correct answer, because the choice of font depends on the purpose, audience, and style of your site. Serif fonts have small strokes or lines at the end of the letters, while sans-serif fonts do not. Serif fonts are usually considered more traditional, formal, and elegant, while sans-serif fonts are more modern, casual, and simple. However, there is no definitive rule on which font is better for web text, as both have their advantages and disadvantages. You can use the Font Squirrel tool to find and download free web fonts for your site. Reference:

QUESTION 53

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?



- * Replace the footer link with one that does NOT require a title tag.
- * Click the CODE link for suggestions to correct the issue.
- * Rename the link using different text for the Title and Text.
- * The Redundant Title Text issue CANNOT be corrected in the footer of CSB sites.

In SAP SuccessFactors Recruiting: Candidate Experience, when an accessibility checker identifies Redundant Title Text alerts, it indicates that the title attribute text is identical to the link or alternative text. This redundancy can be corrected by renaming the link using different texts for the Title and Text fields to ensure that they are not identical, enhancing website accessibility. Reference: SAP SuccessFactors Recruiting: Candidate Experience documents available at SAP Training)

QUESTION 54

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.

- * Custom third-party cascading style sheets (CSS)
- * Custom third-party survey tools
- * Custom third-party libraries
- * Custom third-party analytics for tracking purposes
- * Custom third-party chatbots

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 the Career 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.

Reference:

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 55

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

- * Content page
- * Map page
- * Landing page
- * Category page

A content page is a type of page that displays static or dynamic content, such as text, images, videos, or forms. The content of a content page is most often hosted by a customer externally and linked with their CSB site, because the customer may have existing content management systems or web servers that they want to leverage for their career site. For example, a customer may have an

external page that showcases their company culture, values, or benefits, and they may want to link that page with their CSB site to provide a consistent and engaging candidate experience. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 3: Career Site Builder Pages and Components, Lesson: Content Page, Slide 3.

QUESTION 56

Which of the following is NOT one of the five standard statuses that are displayed in Advanced Analytics?

- * Apply Complete
- * Interviewed
- * Forwarded
- * Offer Made

Advanced Analytics is a reporting tool that allows you to measure and optimize the candidate experience on your Career Site Builder (CSB) site. It tracks the candidates' behavior and actions on the site, such as page views, searches, applications, and referrals. It also tracks the candidates' progress through the application process, using five standard statuses: Apply Start, Apply Complete, Interviewed, Offer Made, and Hired. These statuses are based on the status configuration in SAP SuccessFactors Recruiting Management. Forwarded is not one of the standard statuses in Advanced Analytics, as it is not a relevant indicator of the candidate experience.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 7: Implement Advanced Analytics, Lesson: Overview of Advanced Analytics SAP Certified Application Associate – SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Area: Implement Advanced Analytics <= 10%

QUESTION 57

What happens if a candidate is navigating the Career Site Builder site and clicks to access a branded page that has NOT been built?

- * An error message will be displayed.
- * The home page for that brand will display.
- * A message will display asking the candidate to select a brand.
- * The page for the default brand will display.

If a candidate tries to access a branded page that has not been built, the system will automatically redirect them to the page for the default brand. This is because the default brand is used as a fallback option when a specific brand is not available or configured. The default brand should have all the pages that are required for the candidate experience, such as the home page, the job search page, the job details page, etc. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 4: Career Site Builder Global Settings and Global Styles, Lesson: Configuring Brands, Slide 9.

QUESTION 58

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?

- * Content page
- * Map page
- * Category page
- * Landing page

A content page is a type of page that can be created and edited in Career Site Builder, and it is used to display static or dynamic content, such as text, images, videos, or forms. A content page can be linked to other pages or external sites, and it can be

customized with different styles, components, and layouts. Some customers may choose to host some of their content pages externally, and link them with their CSB site, for various reasons, such as:

They have existing content pages on their corporate website or intranet that they want to reuse or integrate with their CSB site, without duplicating or migrating them.

They have complex or interactive content pages that require advanced coding or functionality that is not supported by CSB, such as animations, games, quizzes, or surveys.

They have content pages that need to comply with specific legal or security requirements that are not met by CSB, such as data privacy, encryption, or authentication.

Some examples of content pages that are often hosted externally and linked with CSB sites are:

About Us: This page provides information about the company's history, vision, mission, values, and culture. It may also include testimonials, awards, or achievements of the company or its employees.

Diversity and Inclusion: This page showcases the company's commitment and efforts to foster a diverse and inclusive workplace, and to support various groups and initiatives, such as women, veterans, LGBTQ+, or sustainability.

Benefits: This page details the benefits and perks that the company offers to its employees, such as health insurance, retirement plan, wellness program, or employee discounts.

Learning and Development: This page highlights the learning and development opportunities and resources that the company provides to its employees, such as training courses, certifications, mentoring, or career coaching.

Events: This page lists the upcoming events that the company is hosting or participating in, such as webinars, career fairs, or networking sessions. It may also allow candidates to register or RSVP for the events. Reference

<https://training.sap.com/course/hr832-sap-successfactors-recruiting-candidate-experience-administration-classroom-094-g-en/>

<https://learning.sap.com/learning-journeys/configure-sap-successfactors-recruiting-recruiter-experience>

QUESTION 59

Which of the following encrypts personal data used in the recruiting process?

- * Identity Authentication Service (IAS)
- * Data Retention Time Management (DRTM)
- * Secure Socket Layer (SSL)
- * Data Privacy Consent Statement (DPCS)

Secure Socket Layer (SSL) is a protocol that encrypts personal data used in the recruiting process. SSL ensures that the data transmitted between the candidate's browser and the career site is secure and protected from unauthorized access or tampering. SSL also helps to improve the candidate's trust and confidence in the career site and the recruiting process.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Site Setup, Lesson: Configuring SSL, Slide 4 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 2: Site Setup, Lesson: Configuring SSL, Slide 5 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Site Setup <= 10%

QUESTION 60

Configure Locales

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

- * Use Google Translate to translate text for locales.
- * If the customer requires only one language and it is NOT en_US, you can change the default locale.
- * Follow the same layout for the localized pages as the default locale.
- * Create the Home page for the locale instead of duplicating it from the default locale.

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 61

Which of the following is an SAP leading practice regarding the blackout period?

- * When the update code is pushed to Preview, you CANNOT move the Career Site Builder site to Production until after the Production release is complete.
- * When a change is made to a job requisition, you can expect a delay of up to 24 hours for the job to be moved to the Career Site Builder site via Real-time Job Sync.
- * After a Career Site Builder page is published, you may need to wait a few minutes before you can publish additional changes to that page.
- * After the release information is updated in the What's New Viewer, you may NOT discuss with customers what is included in the release.

According to the SAP SuccessFactors Recruiting: Candidate Experience Administration course¹, the blackout period is a time frame during which you should not move your Career Site Builder site to Production. This is because the update code is pushed to Preview first, and then to Production later, usually within a week. If you move your site to Production during this time, you may encounter issues or inconsistencies due to the different code versions. Therefore, the SAP leading practice is to wait until the Production release is complete before moving your site to Production¹.

The other options are not related to the blackout period, but rather to other aspects of the Career Site Builder functionality. For example:

Option B refers to the Real-time Job Sync feature, which allows you to sync job requisitions from Recruiting Management to Career Site Builder without any delay. However, this feature requires additional configuration and activation, and it may not be available

for all customers².

Option C refers to the caching mechanism of Career Site Builder, which may cause a slight delay between publishing a page and seeing the changes on the live site. This is normal and expected, and it does not affect the functionality of the site³.

Option D refers to the What's New Viewer, which is a tool that provides information about the new features and enhancements in each release of SAP SuccessFactors. This tool is available for both administrators and end users, and it can be accessed from the SAP SuccessFactors homepage or from the Help Center. There is no restriction on discussing the release information with customers, as long as it is accurate and relevant⁴. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Real-time Job Sync, Career Site Builder Caching, What's New Viewer

QUESTION 62

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.

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

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%

QUESTION 63

Fields defined on the job requisition and mapped to Career Site Builder can be used for which purposes? Note: There are 3 correct answers to this question.

- * Display on search results
- * Add to data capture forms
- * Display in the site header or footer
- * Use to create category page rules
- * Display on the job layout

Fields defined on the job requisition and mapped to Career Site Builder can be used for the following purposes:

Display on search results: Customers can configure which fields they want to show on the search results page, such as job title, location, job category, etc. This helps candidates to quickly scan and filter the available jobs based on their preferences and criteria.

Add to data capture forms: Customers can add fields to the data capture forms that candidates fill out when they apply for a job or join a talent pool. This allows customers to collect relevant information from candidates, such as contact details, resume, cover letter, etc.

Display on the job layout: Customers can customize the layout and content of the job details page, where candidates can view the full description and requirements of a job. Customers can choose which fields they want to display on the job layout, such as job summary, responsibilities, qualifications, benefits, etc.

QUESTION 64

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.

- * It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- * Rather than setting up a certificate specifically for the CSB subdomain, a wildcard certificate can be used.
- * Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- * SSL certificates must be installed for both the stage and production CSB environments.
- * The implementation consultant begins the SSL certificate process as soon as the site is moved to production.

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 65

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

- * Up to 5 million candidates can be added to an email campaign.
- * An email campaign can be sent multiple times.
- * A test email can be sent.
- * Email campaigns can be configured to be sent at a later time.

When sending an email campaign, you have the following options:

An email campaign can be sent multiple times. You can use the same email campaign template and content to send to different groups of candidates or at different times. You can also edit the email campaign before sending it again, if needed.

A test email can be sent. You can send a test email to yourself or to a colleague to preview how the email campaign will look and function. This can help you check the formatting, layout, links, and personalization of the email campaign before sending it to the actual candidates. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Candidate Relationship Management, Lesson: Email Campaigns, Slide 10-11.

QUESTION 66

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.

- * Populate the title text for each link.
- * Include multiple links to the customer's corporate site.
- * If blue text is used on the site, ensure that it's always used to represent links.
- * All external links from the career site should open in the same browser window.
- * When a user clicks on the link, immediately display what the user expects to see.

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 67

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.

- * careers.<company>.com
- * <company>.careers.com
- * jobs.<company>.com
- * <company>.com/jobs

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.

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 2: Site Setup]

QUESTION 68

What are some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers?Note: There are 2 correct answers to this question.

- * Automated XML feeds
- * Automated OData feeds
- * Recruiting Posting
- * Job scrapes

Some leading practices to distribute jobs for SAP SuccessFactors Recruiting customers are:

Automated XML feeds: This is a method of sending job data from SAP SuccessFactors Recruiting to external job boards or aggregators in a standardized format. XML feeds can be configured to run on a scheduled basis, and can include filters and parameters to control the data that is sent. XML feeds can improve the accuracy, timeliness, and reach of your job postings, and can also enable tracking and reporting of the source of candidates.

Recruiting Posting: This is a feature of SAP SuccessFactors Recruiting that allows you to post jobs to multiple job boards or aggregators with a single click. Recruiting Posting can be accessed from the Job Requisition page, where you can select the channels, countries, and languages for your job postings. Recruiting Posting can save you time and money, and can also provide analytics and insights on the performance of your job postings.

Automated OData feeds and job scrapes are not leading practices to distribute jobs for SAP SuccessFactors Recruiting customers. OData feeds are used to extract data from SAP SuccessFactors Recruiting for reporting or integration purposes, but they are not designed to send job data to external sites. Job scrapes are methods of extracting job data from your career site by external job boards or aggregators, but they are not reliable, secure, or consistent, and they may not capture all the relevant data or reflect the latest changes. 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 69

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.

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

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 70

You have enabled Candidate Relationship Management and 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.

- * When sending an email from the Candidate Workbench
- * When sending an email associated with an applicant status
- * When sending an email from the Candidate Search page
- * When sending an email associated with a Recruiting email trigger

You can create a branded email layout for your customer to customize the look and feel of your email communications with candidates. You can use the email layout to add your logo, colors, fonts, and other elements that match your brand identity. You can also use the email layout to add dynamic content, such as candidate name, job title, or recruiter name, to personalize your messages. When you have enabled Candidate Relationship Management and created a branded email layout, you can use it in the following scenarios:

When sending an email from the Candidate Workbench: The Candidate Workbench is a tool that allows you to manage your candidates and their activities. You can use the Candidate Workbench to send emails to individual or multiple candidates, and select the email layout that you want to use¹.

When sending an email from the Candidate Search page: The Candidate Search page is a tool that allows you to search for candidates based on various criteria, such as keywords, location, skills, or status. You can use the Candidate Search page to send emails to the candidates that match your search results, and select the email layout that you want to use².

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 5: Candidate Relationship Management, Lesson: Sending Emails to Candidates, Slide 8 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 5: Candidate Relationship Management, Lesson: Sending Emails to Candidates, Slide 9 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Candidate Relationship Management 11% – 20%

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