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Question 1

Career Site Builder Global Settings and Global Styles

What must you consider when configuring custom headers in Career Site Builder?

Options:

A- If a custom header is configured, then all of the headers on the career site must be custom.

B- The same custom layout is displayed on both desktop and mobile devices.

C- The Logo component is required.

D- Each component in a custom header must be configured on a separate row.

Answer:

C

Explanation:

Option C is correct because the Logo component is required when configuring a custom header in Career Site Builder. The Logo component displays the customer's logo and links to the home page of the career site.It is the only component that cannot be removed or replaced in a custom header1.

Option A is incorrect because if a custom header is configured, then only the headers that use the same brand and locale as the custom header will be affected.The other headers on the career site will use the default header style or the header style that is configured for their brand and locale1.

Option B is incorrect because the custom layout for desktop and mobile devices can be different. Career Site Builder allows you to configure the custom header components separately for the Desktop Layout and the Mobile Layout tabs.You can add, remove, or rearrange the components for each layout to optimize the user experience on different devices1.

Option D is incorrect because each component in a custom header can be configured on the same row or on a different row, depending on the desired layout.Career Site Builder allows you to drag and drop the components to the header rows and columns and adjust the width and alignment of each component1.

1: SAP Certified Application Associate - SAP SuccessFactors Recruiting: Candidate Experience 1H/2023 | SAP Training Certification

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Question 2

Question Type: **MultipleChoice**

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

Options:

A- Identity Authentication Service (IAS)

B- Data Retention Time Management (DRTM)

C- Secure Socket Layer (SSL)

D- Data Privacy Consent Statement (DPCS)

Answer:

C

Explanation:

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 tampering1.SSL also helps to improve the candidate's trust and confidence in the career site and the recruiting process2.

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Site Setup, Lesson: Configuring SSL, Slide 4

Question 3

Question Type: MultipleChoice

Which of the following statements describe recruitment marketing?Note: There are 2 correct answers to this question.

Options:

A- The practice of promoting the value of an employer's brand in order to recruit talent

B- The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job

C- The collection of candidate information and organization of prospects based on experience and skills

D- The focus is on the immediate need to fill a specific job opening

Answer:

A, B

Explanation:

Recruitment marketing is a term that refers to the process of attracting and engaging potential candidates for an organization, using various marketing techniques and channels. Recruitment marketing has two main aspects:

The practice of promoting the value of an employer's brand in order to recruit talent: This involves creating and communicating a compelling and consistent message about the organization's culture, vision, values, and benefits, and showcasing it to the target talent pool. The goal is to build awareness, trust, and loyalty among the candidates, and to differentiate the organization from its competitors. Employer branding can be done through various media, such as websites, social media, blogs, videos, podcasts, events, or referrals.

The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job: This involves identifying and reaching out to the right candidates, using data-driven insights and personalized content. The goal is to generate interest, curiosity, and excitement among the candidates, and to guide them through the candidate journey, from awareness to consideration to application. Recruitment marketing strategies can include search engine optimization (SEO), pay-per-click (PPC) advertising, email marketing, social media marketing, content marketing, or talent networks.

The collection of candidate information and organization of prospects based on experience and skills: This is not a correct answer, because this is more related to candidate relationship management (CRM) than recruitment marketing. CRM is a tool or system that helps recruiters to manage and track their interactions with candidates, and to build and maintain long-term relationships with them. CRM can help recruiters to collect and store candidate information, such as resumes, profiles, preferences, or feedback, and to segment and organize prospects based on various criteria, such as experience, skills, location, or source. CRM can also help recruiters to communicate and engage with candidates, such as sending automated messages, reminders, or newsletters, or inviting them to events or webinars.

The focus is on the immediate need to fill a specific job opening: This is not a correct answer, because this is more related to recruitment than recruitment marketing. Recruitment is the process of finding, screening, interviewing, and hiring candidates for a specific job opening, using various methods and tools. Recruitment focuses on the short-term need to fill a vacancy, and evaluates candidates

based on their qualifications, competencies, and fit for the role. Recruitment can be done through various channels, such as job boards, career sites, referrals, or agencies.Reference:

Question 4

Question Type: **MultipleChoice**

Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn.How can they do this?

Options:

A- Once selected, it is NOT possible to change cookie preferences on a CSB site.

B- The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.

C- The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.

D- The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.

Answer:

D

Explanation:

The Cookie Consent Manager is a feature that allows candidates to view and modify their cookie preferences on the Career Site Builder site. The Cookie Consent Manager can be accessed by clicking on a link in the header or footer of the site, which the consultant must configure in the Career Site Builder settings. The link can be customized with different text, icon, and style options. Once the candidate clicks on the link, they can see the list of cookies that are used on the site, and choose to enable or disable them based on their preferences. The candidate can also view the cookie policy and the privacy statement from the Cookie Consent Manager. The candidate's cookie preferences are stored in their browser and applied on subsequent visits to the site, unless they clear their browser cache or change their preferences again.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 5

Question Type: **MultipleChoice**

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.

Options:

A- When sending an email from the Candidate Workbench

B- When sending an email associated with an applicant status

C- When sending an email from the Candidate Search page

D- When sending an email associated with a Recruiting email trigger

Answer:

A, C

Explanation:

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

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Question 6

Question Type: **MultipleChoice**

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form.Which trigger will you enable for this purpose?

Options:

A- Welcome/Thanks for Creating Account

B- Career Site E-Mail Notification

C- Recruiting Manual Candidate Creation Notification

D- Data Capture Form Submitted - Welcome and Set Password Email

Answer:

D

Explanation:

The trigger that you will enable for this purpose is Data Capture Form Submitted - Welcome and Set Password Email. This trigger is used to send an email to candidates who complete a data capture form on the career site, inviting them to create a password and access their candidate profile. This email can be customized using the Recruiting Email Notification template and the Recruiting email trigger settings. This email helps to engage candidates and encourage them to apply for jobs or join talent pools.Reference:Candidate Relationship Management,Other Career Site Setup,HR832 - SAP SuccessFactors Recruiting: Candidate Experience Administration