

SAP.C-THR84-2105.v2022-06-08.q34

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NEW QUESTION: 1

In Advanced Analytics, if you click the "i" icon at the top right you can perform which of the following? Please choose the correct answer.

- A. Connect with the Success Factors Customer Community
- B. Post a question to Talent Community about the tab that you are viewing
- C. Post a question to Support about the tab that you are viewing
- D. Download the Report Brief for the tab that you are viewing

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 2

Which of the following is NOT a method that is used to acquire your ATS data for loading into Advanced Analytics? Please choose the correct answer.

- A. Customers can provide SuccessFactors with a login to their ATS to generate the V U ATS export file
- B. Customers can provide SuccessFactors without a login to their ATS to generate L' the ATS export file
- C. For REC customers (RCM and RMK), OData Import Integration can be enabled
- D. Customers can set up a scheduler to send their ATS export to an SFTP site

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 3

What must you consider when using custom fonts in Career Site Builder (CSB)? Please choose the correct answer.

- A. Ensure that the customer owns the font license

- B. Once a custom font is uploaded, the fonts of existing components are replaced.
- C. Only one custom font can be uploaded in CSB
- D. Ensure that the font is the file type "zip"

Answer: (SHOW ANSWER)

NEW QUESTION: 4

Assume that you would like to generate reports by Brand in Advanced Analytics. Since Brand does not map directly from RCM to RMK, how can you report on that data?
Please choose the correct answer.

- A. MaP the RCM Brand field to one of the 5 Custom Fields
- B. Request that Professional Services set up a Brand field in RMK
- C. Map the RCM Brand field to three of the 5 Custom Fields
- D. It is not possible to report on Brand in Advanced Analytics

Answer: A (LEAVE A REPLY)

NEW QUESTION: 5

Regarding job descriptions, which of the following is NOT a best practice for RMK to perform optimally?
Please choose the correct answer.

- A. Format each of your job descriptions in a consistent way
- B. Include keywords in the title and job description
- C. Include a Job Category or Job Function or Industry
- D. Provide company information at the start of the job description

Answer: D (LEAVE A REPLY)

NEW QUESTION: 6

Who is responsible for preparing image files for inclusion on a Career Site Builder site?
Please choose the correct answer.

- A. The consultant
- B. The customer
- C. SAP's web designers
- D. Stock images are provided as part of a Career Site Builder implementation

Answer: B (LEAVE A REPLY)

NEW QUESTION: 7

What should be included in the header navigation menu?
Note: 2 Answers

- A. Link to the corporate site
- B. Featured Jobs
- C. Top Jobs
- D. AboutUS

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 8

Which of the following guidelines should be followed when using a link on a web page?

There are 2 correct answers to this question.

- A.** Use the label "link" so it is easy to understand.
- B.** Use a different font or color to highlight links.
- C.** Describe the purpose and destination of the link.
- D.** When a user clicks on the link, immediately display what the user expects to see.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Which are important documents for implementing Recruiting Marketing/Career Site Builder?

There are 2 correct answers to this question.

- A.** Headcount Planning
- B.** Candidate Configuration Workbook
- C.** Implementation Guides
- D.** Key Implementation Tasks

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 10

You are setting up single sign-on (SSO) integrations in Command Center. Which field identifies the case-sensitive code for the SAP Success Factors HCM suite customer instance? Please choose the correct answer.

- A.** Security Key
- B.** Company ID
- C.** Career Site URL
- D.** System Name

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 11

What type of page contains information about a customer's company, such as the company culture, benefits, diversity, university programs etc?

- A.** Home Page
- B.** Support page
- C.** Content Page
- D.** Category page

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 12

In which tool can you create Category Pages with the desired layout and related Page Rules?

- A. Provisioning
- B. Admin Center
- C. Career Site Builder
- D. Command Center

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 13

Members of a TalentPool can manage candidates in multiple ways, but which of the following CANNOT be performed? Please choose the correct answer

- A. Modify the candidate's resume
- B. Add the candidate to another Talent Pool
- C. Forward to a job requisition
- D. Change the candidate's status in the Talent Pool pipeline

Answer: A [\(LEAVE A REPLY\)](#)

NEW QUESTION: 14

What are some of the guidelines for working with multiple locales?

There are 2 correct answers to this question.

- A. The en_US locale can be deleted.
- B. Multiple locales can be applied to each brand.
- C. Enabling locales in command center automatically provides translations for all '-' site elements
- D. Jobs imported into the system that do NOT contain a locale code will default to V U the en US locale

Answer: B,D [\(LEAVE A REPLY\)](#)

NEW QUESTION: 15

When fully enabled, where will Email Layouts and Email Campaigns be created and initiated? Please choose the correct answer.

- A. Email Layouts and Email Campaigns will be created and initiated from Career Site U Builder.
- B. Email Layouts and Email Campaigns will be created and initiated from Recruiting Management.
- C. Email Layouts will be created in Career Site Builder. Email Campaigns will be created and initiated from Recruiting Management.
- D. Email Layouts will be created in Career Site Builder. Email Campaigns will be created and initiated from the Recruiting Dashboard.

Answer: C [\(LEAVE A REPLY\)](#)

NEW QUESTION: 16

You have implemented a Favicon. How is this Favicon displayed? Please choose the correct answer.

- A. As a small rendering of the logo in the browser tab.
- B. In the background of the entire site.
- C. In the background on content pages
- D. As a logo on the header

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

Which links should you include in a site header? There are 2 correct answers to this question.

- A. Top Job Searches
- B. Not Finding a Job?
- C. Social Media Links
- D. Locations

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 18

Which calls to action should you include highest on the home page?
There are 2 correct answers to this question.

- A. Search by Keyword
- B. Social Networking links
- C. Featured Jobs
- D. Join the Talent Community

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 19

Your customer wants to grant permissions to recruiters in Career Site Builder (CSB) so they can ONLY edit pages. How will you set this up?
Please choose the correct answer

- A.** Create one role in CSB that includes permission for all page types, and assign '-' that role to each of the recruiters.
- B.** Assign the recruiters the permission for all Locales in CSB.
- C.** Create a separate role in CSB for each of the page types, and assign all of these '-' roles to each of the recruiters.
- D.** Assign the recruiters the permission "Is CSB Admin".

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 20

What are standard XML feed requirements?

Note: 2 Answers

- A.** It requires an annual subscription fee
- B.** It requires filtering of rules provided by the customer
- C.** All jobs must be included
- D.** It requires a customer to sign authorization forms

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 21

What is the feature that can be turned on to determine the starting point for the layout of a Career Site Builder site? Please choose the correct answer

- A.** Global Styles
- B.** Job Page Layouts
- C.** Site Kit
- D.** Subscribe Form

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Your customer requires additional home pages when enabling which of the following elements?

There are 2 correct answers to this question.

- A.** Brands
- B.** Site Kits
- C.** Maps
- D.** Locales

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 23

If a Recruiter would like to add a non-standard field to a Data Capture Form, which feature is used to create the field? Please choose the correct answer.

- A.** Candidate Profile Extension
- B.** Additional fields cannot be created

- C. Manage Templates
- D. Recruiting Dashboard

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 24

Which of the following is NOT true regarding Source Reports in the Recruiting Dashboard?
Please choose the correct answer.

- A. The data is presented in tables (not graphs), and the table data can be exported
- B. You can sort results and drill down into source types to see data for a specific source engine
- C. The report allows Dashboard users to view data about Visitors, Members, and Apply Starts on a single page
- D. The report allows you to compare results from different sources to better understand sourcing effectiveness

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

What are some of the best practices to design a career site? There are 2 correct answers to this question.

- A. Include text on the home page about the company, such as About Us, Benefits, '-' Vision and Goals.
- B. Include all calls to action on the home page in the page header.
- C. Place the search bar directly above the footer
- D. Display the company's name and logo visibly on the page

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 26

When a candidate completes a Data Capture Form on a Landing Page on the CSB career site, where is the candidate's information displayed?

Please choose the correct answer.

- A. Interview Central
- B. Recruiting Dashboard
- C. Candidate Profile
- D. Application

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

What is SAP best practice regarding the BlackoutPeriod? Please choose the correct answer.

- A. After a Career site builder page is published, you may need to wait a few minutes '-' to be able to publish additional changes to the site.

- B.** When the quarterly update code is pushed to Preview, do NOT move the CSB site '-' to Production until after the Production release.
- C.** 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 RMK career site.
- D.** After the quarterly Internal Release Readiness meeting for internals and partners, '-' you may NOT discuss with the customers.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 28

What is the recommended naming convention when setting up a sub domain for a customer's career site?

Note: 2 Answers

- A.** jobs.<company>.com
- B.** careers.<company>.com
- C.** <company>.careers.com
- D.** <company>.com/jobs

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

Which features can be configured as part of the Google Job Map? There are 2 correct answers to this question.

- A.** Multiple locations for a single job
- B.** Color of the Water
- C.** Latitude and Longitude
- D.** Color of the terrain

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

How can you add a new color to the Career Site Builder? There are 2 correct answers to this question.

- A.** Create a new color using the color picker grid
- B.** Create a new color by entering the RGB value or hex code value
- C.** Request SAP Professional Services to create a new color.
- D.** Create a new color from Command Center

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 31

Your customer would like to use a different Job page layout for each of the Job Types they have defined in Recruiting Management. What are some of the options for configuring Job page layouts? There are 3 correct answers to this question.

- A.** All Page Components are available to be added to job page layout pages

- B. To configure a Job Page Layout on Job Type, there must be an active job from v u each Job Type
- C. Unique Job page layouts can be configured for each of the company's brands.
- D. Customers can choose up to three fields for which to define Job Page Layouts.
- E. Unique Job page layouts can be configured for each enabled locale.

Answer: B,C,E ([LEAVE A REPLY](#))

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NEW QUESTION: 32

What is the name of the menu in Career Site Builder where you can change system text?
Please choose the correct answer.

- A. Translations
- B. Custom Plugin
- C. Import & Export
- D. Global Settings

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 33

Which of the following are examples of category page names that will maximize Search Engine Optimization (SEO)? There are 2 correct answers to this question.

- A. Retail Jobs
- B. Database Administration
- C. Jobs in Marketing
- D. Sales Careers

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 34

What happens if a candidate is navigating the Recruiting Management site and clicks to access a branded page that has not been configured?

Please choose the correct answer.

- A. A message will display: 404-page not found
- B. The page for that brand will display

- C. The home page for that brand will display
- D. A message will display: Please select another option

Answer: A ([LEAVE A REPLY](#))

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