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SAP C_THR84_2405 Exam Syllabus Topics:

TopicDetailsTopic 1- 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.

Topic 2- 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 3- 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 4- 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 5- 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 6- 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 7- 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.

NEW QUESTION 24

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.

NEW QUESTION 25

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

NEW QUESTION 26

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users.What are some of the steps you can take to troubleshoot this issue?Note: There are 2 correct answers to this question.
* Check the Export Automated Process Logs from Command Center.
* Check that each user has a unique email address.
* Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
* Check the Export Jobs to CSV log from Command Center.
Recruiter Sync is a process that synchronizes the user data from SAP SuccessFactors Recruiting Management to Career Site Builder. If users do not appear in Career Site Builder after running Recruiter Sync, you can troubleshoot this issue by checking the following:

Check the Export Automated Process Logs from Command Center. This will show you the status and details of the Recruiter Sync process, such as the start time, end time, number of records processed, and any errors or warnings. You can also download the log file for further analysis.

Check that each user has a unique email address. This is a requirement for Recruiter Sync to work properly. If there are duplicate email addresses in the user data, the process will fail and the users will not be synced to Career Site Builder. You can use the User Data File report from Command Center to identify and resolve any duplicate email addresses. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 1: Candidate Experience Overview and Project Kickoff, Lesson: Recruiter Sync, Slide 5-6.

NEW QUESTION 27

Career Site Design and Accessibility

What are some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB)?Note: There are 3 correct answers to this question.
* A new site map is created and delivered to Google and Bing weekly.
* CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
* CSB uses metadata to help ensure that jobs and pages are search engine-friendly.
* The jobs posted to CSB sites are accessible to website crawlers.
* CSB automatically populates hidden text on every page with the keywords provided in the metadata.
Some of the search engine optimization (SEO) leading practices achieved by creating a career site with Career Site Builder (CSB) are:

A new site map is created and delivered to Google and Bing weekly. This will help the search engines index the career site and its pages and jobs more efficiently and accurately1.

CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings. This will help the career site rank higher for relevant keywords and attract more candidates2.

CSB uses metadata to help ensure that jobs and pages are search engine-friendly. This will help the career site provide relevant and descriptive information to the search engines and the candidates3.

The other options are not valid SEO leading practices achieved by CSB:

The jobs posted to CSB sites are accessible to website crawlers. This is not a leading practice, but a basic requirement for any career site to be visible to search engines. CSB does not provide any special feature or advantage for this4.

CSB automatically populates hidden text on every page with the keywords provided in the metadata. This is not a leading practice, but a black hat SEO technique that can harm the career site’s ranking and reputation. CSB does not support or recommend this5.

NEW QUESTION 28

Configure Locales

Under which conditions will you enable Limit Search by Locale under Global Search options in Career Site Builder (CSB)?Note: There are 2 correct answers to this question.
* The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that.
* The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale.
* The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site.
* The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site.
You will enable Limit Search by Locale under Global Search options in Career Site Builder (CSB) under the following conditions:

The customer plans to translate the title and description for all job requisitions that are relevant for a specific locale. This will ensure that the candidates see the job requisitions in their preferred language and can apply more easily1.

The customer wants jobs returned in a search to be restricted to the locale the candidate selects on the CSB site. This will provide a more personalized and relevant experience for the candidates and filter out the jobs that are not applicable for their region2.

The other options are not valid conditions for enabling Limit Search by Locale in CSB:

The customer wants to host multiple locales on their CSB site, and Limit Search by Locale is required for that. This is not true, as Limit Search by Locale is an optional feature that can be enabled or disabled for each locale. The customer can host multiple locales on their CSB site without using this feature3.

The customer wants job alerts that the candidate receives to be restricted to the locale the candidate selects on the CSB site. This is not possible, as job alerts are based on the candidate’s profile settings and not on the CSB site settings. The candidate can choose the language and location preferences for the job alerts in their profile4.

NEW QUESTION 29

A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.
* To complete candidate profile extension fields the recruiter includes the candidate in an email campaign with a link to the data capture form.
* To complete standard fields on the candidate profile the candidate logs into their candidate profile completes the remaining fields.
* To complete any missing fields the recruiter generates a code for the candidate to use when attempting to update the data capture form.
* Existing candidates are NOT able to complete new fields on a data capture form.

NEW QUESTION 30

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.

NEW QUESTION 31

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.

NEW QUESTION 32

What configurations are available so that your customer’s Career Site Builder administrators are notified when their SSL certificate needs to be renewed?

Note: There are 3 correct answers to this question
* From CSB > Users > Roles, provide permission for SSL Certificates.
* From CSB > Users > Roles, provide permission for IDP Configuration:
* From CSB > Users > Roles, provide permission for the Site Configuration menu.
* From CSB > Settings > Data Privacy & Security Settings, enable the Content Security Policy.
* From CSB > Users > Admin Users, select Enable SSL Notification.
To enable the SSL notification feature for Career Site Builder administrators, you need to do the following configurations:

From CSB > Users > Roles, provide permission for SSL Certificates. This allows the administrators to view and manage the SSL certificates for their sites.

From CSB > Users > Roles, provide permission for the Site Configuration menu. This allows the administrators to access the site settings, such as domain, language, and analytics.

From CSB > Users > Admin Users, select Enable SSL Notification. This allows the administrators to receive email notifications when their SSL certificates are about to expire or have expired. The other options are not related to the SSL notification feature. The IDP Configuration permission is for configuring the identity provider settings for single sign-on. The Content Security Policy setting is for defining the sources of content that are allowed to load on the site. Reference: SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 2: Site Setup, Lesson: SSL Certificates, Slide 4-5.

NEW QUESTION 33

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%

NEW QUESTION 34

What are some leading practices regarding the timing of the Advanced Analytics implementation?Note: There are 3 correct answers to this question.
* Advanced Analytics can be implemented when the applicant status set is created.
* Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live.

* Implement Advanced Analytics immediately following the Career Site Builder site go-live.
* The steps to implement Advanced Analytics must be completed over two or more days.
* The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

Some leading practices regarding the timing of the Advanced Analytics implementation are:

Even if Advanced Analytics is configured much later, Advanced Analytics reports contain data beginning when the Career Site Builder career site went live. This means that you do not lose any historical data if you delay the Advanced Analytics configuration1.

Implement Advanced Analytics immediately following the Career Site Builder site go-live. This helps you to monitor the performance and effectiveness of your career site and optimize it based on the insights from the reports2.

The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun. This is because the Advanced Analytics reports are based on the applicant status set, which is already defined in the Recruiting Management module. You do not need to create any custom fields or mappings for the Advanced Analytics reports3.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 7: Implement Advanced Analytics, Lesson: Implementing Advanced Analytics, Slide 6 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 7: Implement Advanced Analytics, Lesson: Implementing Advanced Analytics, Slide 7 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Implement Advanced Analytics <= 10%

NEW QUESTION 35

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.

NEW QUESTION 36

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.
* System text translations can be changed from Career Site Builder > Tools > Translations.
* System text translations are only possible for the site’s default language.
* System text translations are made from Career Site Builder > Global Settings.
* System text translations are exported from the Stage site and imported to Production separately from other site imports and exports.
* System text is translated when the locale is enabled.
System text is the text that is displayed by default on the Career Site Builder site, such as the text on the search bar, the buttons, the labels, and the messages. You can translate or change the system text on a Career Site Builder site by using the following methods:

System text translations can be changed from Career Site Builder > Tools > Translations. This allows you to edit the system text for each language that is enabled on your site. You can also import or export the system text translations as CSV files1.

System text translations are made from Career Site Builder > Global Settings. This allows you to change the system text for the default language of your site. You can also override the system text for specific pages or components2.

System text is translated when the locale is enabled. This means that when you enable a new locale for your site, the system text will automatically be translated to the corresponding language, if available. You can also customize the system text translations for each locale3.

Reference:

SAP SuccessFactors Recruiting: Candidate Experience Administration, Unit 3: Configure Locales, Lesson: Translating System Text, Slide 4 SAP SuccessFactors Recruiting: Candidate Experience Academy, Unit 3: Configure Locales, Lesson: Translating System Text, Slide 5 SAP SuccessFactors Recruiting: Candidate Experience 2H/2023, Topic Areas: Configure Locales <= 10%

NEW QUESTION 37

Configure Locales

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?
* Job alerts email template
* Search bar

* Create an Account page
* Data capture form

Option C is correct because Manage Languages in Admin Center must be used to change translated labels for the Create an Account page that is accessed from Career Site Builder sites. 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 labels on this page, such as the field names, buttons, and messages, are controlled by the Manage Languages tool in Admin Center. You can use this tool to edit the existing translations or add new translations for the labels on this page1.

Option A is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the job alerts email template that is accessed from Career Site Builder sites. The job alerts email template is the template that defines the content and layout of the email that candidates receive when they subscribe to job alerts on the career site. The labels on this template, such as the subject, header, footer, and unsubscribe link, are controlled by the Email Template Editor in Command Center. You can use this tool to edit the existing translations or add new translations for the labels on this template2.

Option B is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the search bar that is accessed from Career Site Builder sites. The search bar is the component that allows candidates to search for jobs on the career site using keywords, filters, and facets. The labels on this component, such as the placeholder text, filter names, and facet values, are controlled by the Search Bar Settings in Career Site Builder. You can use this tool to edit the existing translations or add new translations for the labels on this component3.

Option D is incorrect because Manage Languages in Admin Center cannot be used to change translated labels for the data capture form that is accessed from Career Site Builder sites. The data capture form is the tool that collects candidate information on a landing page without requiring them to create an account or submit an application. The labels on this tool, such as the field names, buttons, and messages, are controlled by the Data Capture Form Editor in Command Center. You can use this tool to edit the existing translations or add new translations for the labels on this tool.

Reference:

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: Manage Languages | SAP Help Portal

4: Configuring Job Alerts | SAP Help Portal

5: Configuring the Search Bar | SAP Help Portal

[6]: Creating and Editing Data Capture Forms | SAP Help Portal

NEW QUESTION 38

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 x 2 x 2 = 40. Reference:

SAP SuccessFactors Recruiting: Candidate Experience 2H/2023

SAP SuccessFactors Recruiting: Candidate Experience Academy

HR832 – SAP SuccessFactors Recruiting: Candidate Experience Administration

NEW QUESTION 39

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.

NEW QUESTION 40

Career Site Design and Accessibility

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates?Note: There are 2 correct answers to this question.
* Internals and externals may see different headers and footers.
* Internals and externals may be able to apply to different jobs.
* Internals and externals may see different page components.
* Internals and externals may see different job layouts.

When internal career site is enabled, you can configure different settings and content for internal employees and external candidates on your Career Site Builder site. This allows you to tailor the candidate experience based on the audience and the business needs. Some of the differences that can be applied are:

Internals and externals may be able to apply to different jobs: You can set up job requisitions to be visible only to internal employees, only to external candidates, or to both. This way, you can control who can view and apply to certain jobs based on their eligibility and suitability. You can also set up different application processes and forms for internals and externals, such as requiring different information or documents, or enabling different integrations or assessments.

Internals and externals may see different page components: You can create different page components for internal employees and external candidates, such as banners, videos, testimonials, or forms. You can also assign different page components to different pages based on the audience, such as showing different messages or images on the home page, category page, or job details page. This way, you can customize the look and feel of your site and provide relevant and engaging content for each group.

Internals and externals may see different headers and footers: This is not a correct answer, because the header and footer settings are global and apply to the entire site, regardless of the audience. You cannot create or assign different headers and footers for internal employees and external candidates. However, you can use the header and footer components to display different links or menus based on the audience, such as showing different career site pages, external sites, or internal resources.

Internals and externals may see different job layouts: This is not a correct answer, because the job layout settings are also global and apply to the entire site, regardless of the audience. You cannot create or assign different job layouts for internal employees and external candidates. However, you can use the job layout components to display different information or actions based on the audience, such as showing different job details, apply buttons, or share options. Reference

NEW QUESTION 41

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?
* Add the field to a data capture form.
* Add the field to the Application template.
* Add the field to the Candidate Profile template.
* Add the field to the Create an Account page.
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.

Reference:

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

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