SAP
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience

Questions And Answers PDF Format:

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Subjects

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Topic: 1
Career Site Design and Accessibility

Question: 1

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

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

Note: There are 2 correct answers to this question.

A. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.
B. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at Best Run will display on the browser tab.
C. Populating the Meta Keywords field is much more important than using keywords in the page content.
D. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.

Answer: A, D

Career Site Design and Accessibility

Question: 2

What are some leading practices to ensure that a website is accessible?
Note: There are 2 correct answers to this question.

A. Carefully review the site's code to look for issues with tagging and other elements.
B. Ask people with disabilities to test the site.
C. Ask people in your IT department to test the site.
D. Review the site using assistive technology such as a screen reader or online accessibility checker.

Answer: B, D

Career Site Design and Accessibility

Question: 3

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

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

Answer: B, C, D

Career Site Design and Accessibility

Question: 4

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. CSB supports creating Category pages to host jobs, which helps build SEO value more than specific job postings.
B. The jobs posted to CSB sites are accessible to website crawlers.
C. CSB uses metadata to help ensure that jobs and pages are search engine-friendly.
D. CSB automatically populates hidden text on every page with the keywords provided in the metadata.
E. A new site map is created and delivered to Google and Bing weekly.

Answer: A, B, C

Career Site Design and Accessibility

Question: 5

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.

A. Internals and externals may see different job layouts.
B. Internals and externals may see different headers and footers.
C. Internals and externals may be able to apply to different jobs.
D. Internals and externals may see different page components.

Answer: A, B

Career Site Design and Accessibility

Question: 6

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

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

Answer: A, B, E

Career Site Design and Accessibility

Question: 7

Which of the following are leading practices for using images on a Career Site Builder site?
Note: There are 3 correct answers to this question.

A. Do NOT use embedded text on images.
B. Select images that have a strong focal point.
C. Unique alt text should be populated for all images in all languages.
D. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.
E. Alt Text is NOT required for logos on the site.

Answer: A, B, C

Topic: 2
Move to Production

Question: 8

What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

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

Answer: B, C, E

Move to Production

Question: 9

When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

A. Site Settings, Career Site Builder Settings, Content pages, Translations
B. Content pages, Category pages, Job Layouts, Career Site Builder Settings
C. Site Settings, Career Site Builder Settings, Category pages, Translations
D. Candidate Profile, Site Settings, Translations, Category pages

Answer: C

Move to Production

Question: 10

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

A. Consultant submits a request through the SAP Support Portal
B. Professional Services
C. Functional consultant or customer
D. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal

Answer: C

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