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NEW

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SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q88-Q93):

NEW QUESTION # 88

Your company wants to ensure that all candidates applying for a job in the Customer Service department have excellent communication skills. How can you achieve this using question sets in SmartRecruiters?

Choose the correct answer.

- A. By sending individual emails to each candidate to assess their communication skills.
- B. By relying solely on the candidate's resume to determine their communication skills.
- **C. By creating a question set with communication-related questions and assigning it to jobs in the Customer Service department.**
- D. By skipping the screening process and assessing communication skills during the interview.

Answer: C

Explanation:

Using SmartRecruiters, question sets are designed to screen candidates automatically during the application process. You can create a set of questions focused on communication skills (for example: writing responses, scenario-based questions, or language proficiency) and attach that question set to Customer Service job postings. This ensures every applicant is evaluated consistently before moving forward in the hiring pipeline.

NEW QUESTION # 89

Which of the following elements can you customize within the default brand settings?

There are three correct answers.

- A. Header image
- B. Corporate colors
- C. Company name (requires Support team update)
- D. Call-to-action button color

Answer: A,B,D

Explanation:

Within the default brand settings in SmartRecruiters, you can customize visual elements to match your company branding:

1. Corporate colors - Apply brand colors to text, links, and accents.
2. Call-to-action button color - Customize the color of buttons like "Apply Now."
3. Header image - Add or change the image displayed at the top of your career site or job postings.

NEW QUESTION # 90

How are custom hiring processes assigned to jobs in SmartRecruiters?

Choose the correct answer.

- A. By assigning them certain values for your organizational fields.
- B. By automatically assigning them based on the job title.
- C. By assigning them based on the candidate's qualifications.
- D. By manually selecting the hiring process for each job.

Answer: A

Explanation:

In SmartRecruiters, custom hiring processes can be linked to jobs based on organizational fields such as department, location, or job family. This allows administrators to:

- * Automatically apply the appropriate hiring process without manually selecting it for every job.
- * Ensure consistency in recruitment workflows for similar roles across the organization.
- * Reduce manual errors and save time when creating new job postings.

NEW QUESTION # 91

What are the ways to add prospects to a SmartRecruiters CRM community?

There are three correct answers.

- A. Manually Add
- B. Social Media Sharing
- C. Connected Search
- D. Bulk Import

Answer: A,C,D

Explanation:

Prospects can be added individually (manual), in large numbers via CSV or Excel (bulk import), or from integrated sources/searches.

NEW QUESTION # 92

What is the purpose of merge fields in offer templates?

Choose the correct answer.

- A. To allow candidates to edit the offer details before accepting.
- **B. To include placeholders for candidate-specific information, ensuring each offer is personalized.**
- C. To automatically generate offer letters without any manual input.
- D. To include standard legal disclaimers in every offer.

Answer: B

Explanation:

In SmartRecruiters, merge fields in offer templates act as placeholders that automatically pull in candidate-specific information such as:

- * Candidate name
- * Job title
- * Salary
- * Start date

This ensures that each offer letter is personalized without manually editing each document.

NEW QUESTION # 93

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