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## SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q59-Q64):

### NEW QUESTION # 59

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 skipping the screening process and assessing communication skills during the interview.
- **D. By creating a question set with communication-related questions and assigning it to jobs in the Customer Service department.**

**Answer: D**

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 # 60

What action must be taken to allow recruiters to add job-specific screening questions to a job posting?  
Choose the correct answer.

- A. Assign the Admin role to the recruiter.
- B. Modify the access group permissions for all users.
- C. Grant Write access to the Recruiter role in Hiring Team Roles.
- D. Update the system's security settings.

**Answer: C**

#### NEW QUESTION # 61

If you switch from single consent to separated consent in SmartRecruiters, can you revert?  
Choose the correct answer.

- A. Only if you contact SmartRecruiters support.
- B. Yes, you can switch back at any time.
- C. No, you cannot revert to single consent.
- D. Only if you delete all candidate data.

**Answer: C**

Explanation:

\* Once you switch to separated consent, SmartRecruiters locks this configuration to maintain compliance with GDPR and other data protection regulations.

\* This ensures consistency and legal compliance in how candidate consents are managed.

#### NEW QUESTION # 62

What is the primary benefit of the SmartRecruiters Marketplace for customers?  
Choose the answer.

- A. It centralizes access to a wide range of hiring tools and services.
- B. It automates the entire hiring process without any human intervention.
- C. It provides access to exclusive job postings.
- D. It offers discounts on SmartRecruiters subscriptions.

**Answer: A**

Explanation:

The SmartRecruiters Marketplace is designed to bring together multiple third-party integrations and partners in one place, such as:

- \* Job boards
- \* Assessment tools
- \* Background check providers
- \* HR systems
- \* Interview platforms

This allows customers to easily discover, connect, and manage hiring tools directly within the SmartRecruiters ecosystem.

#### NEW QUESTION # 63

Which of the following is a best practice for managing Access Groups in SmartRecruiters?  
Choose the correct answer.

- A. Regularly review Access Groups to ensure they align with the organization's needs.
- B. Assign overlapping permissions to ensure users have access to all necessary data.

- C. Avoid documenting Access Group policies to prevent confusion.
- D. Use generic names for Access Groups to maintain consistency.

**Answer: A**

Explanation:

Best practices for managing Access Groups in SmartRecruiters include:

- \* Regularly reviewing Access Groups to ensure permissions reflect current business needs
- \* Updating groups as roles and organizational structure change
- \* Ensuring proper data security and compliance

## NEW QUESTION # 64

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