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If you want to pass the exam quickly, our C_THR104 practice engine is your best choice. We know that many users do not have a large amount of time to learn. In response to this, we have scientifically set the content of the C_THR104 exam questions. On one hand, we have collected the most important keypoints which will definitely show up in the real exam to the content of the C_THR104 learning guide. On the other hand, we have simplified the content and make it better to be understood by all of the customers.

SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q94-Q99):

NEW QUESTION # 94

What merge field is essential to include when creating a custom consent request email template in SmartRecruiters?
Choose the correct answer.

- A. Candidate Name
- B. Job Title
- C. Profile Access Button
- D. Application Date

Answer: C

Explanation:

- * The Profile Access Button merge field allows candidates to directly access their profile to review or provide consent.
- * Without this merge field, candidates cannot interact with the consent request properly, making the email ineffective.
- * Other fields like Candidate Name, Job Title, or Application Date are optional for personalization but not essential for consent functionality.

NEW QUESTION # 95

Which setting determines whether candidates can automatically delete their profiles in SmartRecruiters?

Choose the correct answer.

- **A. Candidate's Right of Data Erasure**
- B. Data Retention
- C. Automated Deletion Notification Emails
- D. Consent Model

Answer: A

Explanation:

- * The Candidate's Right of Data Erasure setting enables candidates to exercise their GDPR right to have their personal data deleted.
- * Other settings, like Consent Model or Data Retention, control consent collection or retention periods but do not directly allow automatic profile deletion.

NEW QUESTION # 96

What is the purpose of custom automated email notifications in SmartRecruiters?

Choose the correct answer.

- A. To track the success rate of different email campaigns.
- B. To automatically generate job descriptions for new job postings.
- **C. To automate communication throughout the hiring process, ensuring timely and relevant information for candidates and internal team members.**
- D. To allow candidates to directly schedule interviews without recruiter intervention.

Answer: C

Explanation:

In SmartRecruiters, custom automated email notifications are used to:

- * Keep candidates informed about stage changes, interview schedules, or offer updates.
- * Notify internal team members of actions required, such as approvals or next steps.
- * Reduce manual effort and ensure consistent, timely communication across the hiring process.

NEW QUESTION # 97

Which of the following is a best practice for managing Access Groups in SmartRecruiters?

Choose the correct answer.

- A. Assign overlapping permissions to ensure users have access to all necessary data.
- B. Avoid documenting Access Group policies to prevent confusion.
- **C. Regularly review Access Groups to ensure they align with the organization's needs.**
- D. Use generic names for Access Groups to maintain consistency.

Answer: C

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 # 98

Where can you send a templated SMS message from?

There are two correct answers.

- **A. From the Inbox.**
- **B. From the Communication tab on an application.**
- C. Form the Org Chart.
- D. From the Settings page.

Answer: A,B

NEW QUESTION # 99

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