Free PDF C_THR104 - SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite– Trustable Exam Materials



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SAP C_THR104 Exam Syllabus Topics:

Section	Weight	Objectives
Overview of SAP Sustainability Solutions	20%	- Introduction to sustainability in SAP Business Suite • 1. Market trends and regulatory requirements • 2. Business drivers and benefits - Positioning within SAP portfolio • 1. Integration with core ERP and business applications
Solution Positioning and Sales	25%	- Implementation and adoption • 1. Deployment models and roadmap - Customer value proposition • 1. ROI and business case development • 2. Differentiation from competitors
Key Solution Areas	40%	- Social and governance sustainability • 1. Compliance and reporting frameworks • 2. Supply chain transparency and ethics - Environmental sustainability • 1. Resource and waste management • 2. Carbon footprint management

Integration and Extensibility	15%	- Integration with SAP Business Suite components • 1. Data flow and process integration - Extending solutions with SAP technologies • 1. SAP BTP and analytics

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SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q44-Q49):

NEW QUESTION # 44
How are custom hiring processes assigned to jobs in SmartRecruiters?
Choose the correct answer.

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

Answer: B

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 # 45
Why is it important to create a dedicated knowledge base for Winston Chat?
Choose the correct answer.

- A. To ensure the chatbot provides legally accurate responses and maximizes automation.
- B. To reduce the workload on recruiters by manually answering candidate questions.
- C. To provide generic answers to candidate questions without personalization.
- D. To limit the number of questions the chatbot can answer.

Answer: A

Explanation:
A dedicated knowledge base ensures the chatbot answers questions correctly, follows compliance rules, and automates candidate support efficiently.

NEW QUESTION # 46
Which tab in SmartRecruiters provides a comprehensive audit trail of all actions taken on a candidate's application?
Choose the correct answer.

- A. The Activity tab
- B. The Notes tab
- C. The Reviews tab
- D. The Emails tab

Answer: A

Explanation:
The Activity tab in SmartRecruiters provides a comprehensive audit trail of everything that happens to a candidate's application, including:
* Status changes
* Communications sent and received
* Updates to candidate information
* Actions taken by recruiters, hiring managers, or admins

NEW QUESTION # 47
What does the heat map in SmartRecruiters campaigns help you identify?
Choose the correct answer.

- A. Patterns that indicate when your audience is reading your messages.
- B. The delivery rate of your emails.
- C. The links that received the most clicks.
- D. The specific prospects who opened the email.

Answer: A

Explanation:
The heat map visualizes timing patterns, showing when prospects are most likely to open and engage with messages, which helps optimize campaign scheduling.

NEW QUESTION # 48
How can interview types be used to improve communication with candidates?
Choose the correct answer.

- A. By using an interview type token in email templates to automatically reflect the type of interview without manual edits.
- B. By allowing candidates to rate the interviewer's performance.
- C. By providing candidates with a list of questions to expect during the interview.
- D. By automatically sending thank-you notes after the interview.

Answer: A

Explanation:
In SmartRecruiters, interview types (e.g., phone screen, technical interview, panel interview) can be used in email templates through tokens. This allows emails sent to candidates to automatically include the specific interview type, improving clarity and reducing manual errors.

NEW QUESTION # 49
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