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SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q32-Q37):

NEW QUESTION # 32

In a job widget, selecting internal or both internal/public ads results in:
Choose the correct answer.

- A. A security token being generated and added to the widget code.
- B. A limit of five jobs displayed.
- C. Internal ads being automatically hidden.

- D. The widget source is becoming locked.

Answer: A

Explanation:

When providing a referral's information directly to a job in SmartRecruiters, the system requires:

1. Candidate's first and last name - To properly identify and track the referral.
2. Valid email address - To send notifications and allow the candidate to apply.
3. Resume - To provide the recruiter with the candidate's qualifications and experience.

NEW QUESTION # 33

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 skipping the screening process and assessing communication skills during the interview.
- B. By relying solely on the candidate's resume to determine their communication skills.
- C. By sending individual emails to each candidate to assess their communication skills.
- **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 # 34

What are the available options for configuring the visibility of screening question responses?

Choose the correct answer.

- A. Read-only and Editable
- B. Public and Private
- C. Internal and External
- **D. Visible to all users, Only users with full access, Hidden to all users**

Answer: D

Explanation:

In SmartRecruiters, when configuring screening question responses, administrators can control who can see the answers. The visibility options include:

- * Visible to all users - Anyone involved in the hiring process can see the candidate's responses.
- * Only users with full access - Only users with full access to the job or candidate profile can view the responses.
- * Hidden to all users - The responses are not visible to users in the hiring team.

NEW QUESTION # 35

What is the difference between a rejection reason and a withdrawal reason?

Choose the correct answer.

- A. There is no difference between the two reasons.
- B. A rejection reason is selected by the candidate, while a withdrawal reason is selected by the hiring team.
- **C. A rejection reason explains why the hiring team decided not to proceed with a candidate, while a withdrawal reason describes why the candidate withdrew.**
- D. A rejection reason is used for internal candidates, while a withdrawal reason is used for external candidates.

Answer: C

Explanation:

In SmartRecruiters:

- * Rejection reason - chosen by the hiring team when a candidate is not selected to move forward in the process.
- * Withdrawal reason - recorded when a candidate voluntarily withdraws from the job application process.

This distinction ensures that reports and analytics accurately reflect why candidates leave the process, whether by team decision or candidate choice.

NEW QUESTION # 36

You need to schedule group interviews for multiple candidates at the same time. Which type of interview template should you create?

Choose the correct answer.

- A. Neutral Interview Template
- B. Self Scheduling Interview Template
- C. Group interview template
- D. Individual interview template

Answer: C

Explanation:

In SmartRecruiters, a group interview template is designed specifically for situations where multiple candidates are interviewed simultaneously by one or more interviewers. Using this template allows you to:

- * Schedule the same time slot for all selected candidates.
- * Assign multiple interviewers if needed.
- * Standardize the interview structure for consistency across candidates.

NEW QUESTION # 37

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This kind of polished approach is beneficial for a commendable grade in the SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite (C_THR104) exam. While attempting the exam, take heed of the clock ticking, so that you manage the SAP C_THR104 questions in a time-efficient way. Even if you are completely sure of the correct answer to a question, first eliminate the incorrect ones, so that you may prevent blunders due to human error.

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