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SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q83-Q88):

NEW QUESTION # 83

Which of the following is a key difference between regular job fields and org fields in SmartRecruiters?
Choose the correct answer.

- **A. Org fields can drive configurations and processes within SmartRecruiters.**
- B. Regular job fields can drive configurations and processes within SmartRecruiters.
- C. Org fields can be edited after they are saved.
- D. Regular job fields are limited to single-select field types.

Answer: A

Explanation:

In SmartRecruiters:

Org fields (organizational fields) are tied to the company structure, such as Department, Location, or Division. They can drive workflows, approval chains, reporting, and job visibility.

Regular job fields are primarily used for capturing job-specific data (e.g., Job Description, Responsibilities) and do not control system processes.

NEW QUESTION # 84

What benefit does Winston Match offer to recruiters in terms of time management?
Choose the correct answer.

- A. It increases the time spent reviewing CVs.
- B. It requires recruiters to manually input candidate data, increasing workload.
- C. It has no impact on time spent reviewing CVs.
- D. It reduces the time spent reviewing CVs by up to six times.

Answer: D

Explanation:

Winston Match uses AI to analyze and rank candidates based on qualifications, drastically reducing manual review time.

NEW QUESTION # 85

What is the purpose of merge fields in offer templates?
Choose the correct answer.

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

Answer: A

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 # 86

Which of the following elements can you customize within the default brand settings?
There are three correct answers.

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

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 # 87

What is the purpose of creating application candidate fields in SmartRecruiters?
Choose the correct answer.

- A. To automate the interview scheduling process.

- B. To automatically generate job descriptions for new job postings.
- C. To capture additional information from candidates at various stages of the hiring process.
- D. To track the success rate of different email campaigns.

Answer: C

NEW QUESTION # 88

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