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SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q20-Q25):

NEW QUESTION # 20

You manually added a candidate to SmartRecruiters. What action must you take to comply with data privacy regulations? Choose the correct answer.

- A. Immediately send the candidate an offer letter.
- **B. Request consent from the candidate to comply with your company's privacy policy.**
- C. Skip the consent process since the candidate was manually added.
- D. Automatically add the candidate to all open job postings.

Answer: B

Explanation:

When you manually add a candidate to SmartRecruiters, you must ensure compliance with data privacy regulations (such as GDPR). This requires obtaining the candidate's consent to store and process their personal data according to the company's privacy policy.

NEW QUESTION # 21

You sent a bulk SMS message in SmartRecruiters, but some messages failed to deliver. What is a common reason for this failure? Choose the correct answer.

- A. The candidates had blocked your number.
- B. The candidates' email addresses were incorrect.
- C. The candidates' profiles were missing phone numbers.
- D. The SMS feature is only available for premium users.

Answer: C

Explanation:

In SmartRecruiters, SMS messages can only be delivered if the candidate profile includes a valid phone number. If a phone number is missing or incorrectly formatted, the system cannot send the SMS, resulting in delivery failures.

NEW QUESTION # 22

Why is assigning roles and permissions important when creating user accounts in SmartRecruiters? Choose the correct answer.

- A. To ensure users can access all features of the platform, regardless of their job function.
- B. To automatically send birthday greetings to all users within the system.
- C. To provide each user with the appropriate level of access for their job while maintaining data security.
- D. To allow users to customize the SmartRecruiters interface with their preferred color scheme.

Answer: C

Explanation:

Assigning roles and permissions in SmartRecruiters ensures that:

- * Users have access only to the features and data they need for their job function
- * Sensitive candidate and company information remains secure
- * The platform operates efficiently by restricting unnecessary access

NEW QUESTION # 23

What is the primary benefit of using interview types in SmartRecruiters? Choose the correct answer.

- A. It automates the interview scheduling process.
- B. It tracks the number of interviews conducted per candidate.
- C. It provides a clear, standardized label on the interview slot, helping interviewers and the team understand the intent of the interview.
- D. It allows candidates to select their preferred interview time.

Answer: C

Explanation:

In SmartRecruiters, interview types (e.g., phone screen, panel interview, technical interview) are used to:

- * Clearly label the purpose of each interview in the system.
- * Ensure that interviewers and hiring team members know the objective and context of the session.
- * Standardize communication internally and with candidates when used in email templates or notifications.

NEW QUESTION # 24

What are the ways to add prospects to a SmartRecruiters CRM community? There are three correct answers.

- A. Social Media Sharing
- B. Bulk Import

- C. Manually Add
- D. Connected Search

Answer: B,C,D

Explanation:

Prospects can be added individually (manual), in large numbers via CSV or Excel (bulk import), or from integrated sources/searches.

NEW QUESTION # 25

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