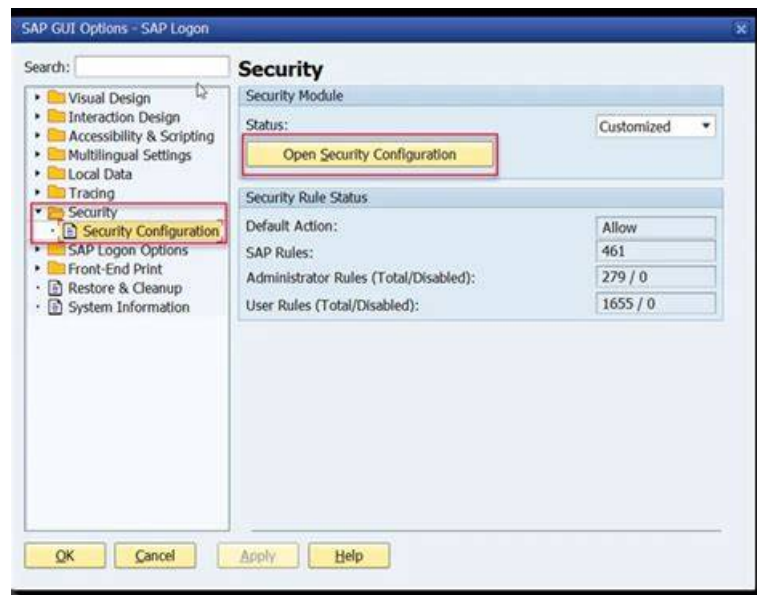


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SAP C_THR104 Exam Syllabus Topics:

Section	Objectives
Topic 1: Connecting Sustainability to End-to-End Business Processes	- Business Process Integration 1. Finance and Sustainability 2. Supply Chain Sustainability 3. Regulatory Compliance
Topic 2: Introducing Sustainability	- Sustainability Fundamentals 1. SAP Sustainability Strategy 2. ESG Principles
Topic 3: Extending the Value of SAP Cross-Portfolio Components with Sustainability Portfolio	- SAP Sustainability Solutions 1. SAP Sustainability Control Tower 2. SAP Green Ledger 3. SAP Sustainability Data Exchange 4. SAP Sustainability Footprint Management

Topic 4: Connecting Sustainability to Industries

- Industry Use Cases

- 1. Circular Economy
- 2. Manufacturing Sustainability
- 3. Carbon Transparency

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SAP Certified - Positioning SAP Sustainability Solutions as part of SAP Business Suite Sample Questions (Q53-Q58):

NEW QUESTION # 53

If you are going on vacation, which settings page allows you to assign another user to handle job or offer approvals on your behalf? Choose the correct answer.

- A. Delegate Approvals
- B. My Searches
- C. My Integrations
- D. Email Preferences

Answer: A

Explanation:

In SmartRecruiters, the Delegate Approvals settings page allows a user to assign another user to handle job or offer approvals while they are away, such as during vacation. This ensures that the hiring process continues without delays.

NEW QUESTION # 54

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 is used for internal candidates, while a withdrawal reason is used for external candidates.
- D. A rejection reason explains why the hiring team decided not to proceed with a candidate, while a withdrawal reason describes why the candidate withdrew.

Answer: D

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 # 55

What is the primary benefit of using SmartMessage in SmartRecruiters?

Choose the correct answer.

- A. It allows recruiters to engage with candidates through SMS and WhatsApp, leading to faster response times and improved communication.
- B. It automates the interview scheduling process.
- C. It automatically generates job descriptions for new job postings.
- D. It tracks the success rate of different email campaigns.

Answer: A

Explanation:

In SmartRecruiters, SmartMessage is a feature designed to:

- * Enable recruiters to send messages directly to candidates via SMS or WhatsApp.
- * Improve candidate engagement by providing a faster and more direct communication channel than email.
- * Enhance the overall candidate experience and reduce delays in recruiting workflows.

NEW QUESTION # 56

In a sequential approval chain, what happens when an approver declines a job posting?
Choose the correct answer.

- A. The job posting is automatically published.
- B. The system automatically reassigns the approval to a different approver.
- C. The job posting cannot be published unless all approvers approve in sequence.
- D. The approval request is immediately sent to the next approver in the sequence.

Answer: C

Explanation:

In a sequential approval chain in SmartRecruiters:

- * Approvals happen in a defined order, one approver at a time.
- * If an approver declines the job posting, the process stops, and the job cannot be published until the issue is resolved and all required approvals are obtained.
- * This ensures compliance and proper review before posting.

NEW QUESTION # 57

What is a primary advantage of the Knowledge Base feature when managing multiple chatbots?
Choose the correct answer.

- A. Multiple chatbots can draw from the same hub, making it easier to scale without repeating the setup process.
- B. Each chatbot must have its own unique knowledge base to prevent data overlap.
- C. It ensures that only one language can be used across all chatbot instances.
- D. It allows candidates to rewrite company FAQs through the chatbot interface.

Answer: A

Explanation:

Using a shared Knowledge Hub allows organizations to reuse content across chatbots, saving time and ensuring consistency.

NEW QUESTION # 58

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