

SAP C_THR104

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Latest Version: 6.0

Question: 1

Which Winston AI capability supports candidates in real-time with conversational AI?
Choose the answer.

- A. Winston Screen
- B. Winston Match
- C. Winston Chat
- D. Winston Companion

Answer: C

Explanation:

Winston Chat provides real-time conversational AI support for candidates, allowing them to ask questions, explore roles, complete applications, and get updates through a chat interface. It replaces traditional forms with a conversational experience where candidates interact with the system like chatting with a recruiter.

Question: 2

Which of the following is a filter option available in the SmartRecruiters Marketplace?
Choose the answer.

- A. Candidate Location
- B. Employee Count
- C. Integration Costs
- D. Years in Business

Answer: C

Explanation:

In the SmartRecruiters Marketplace, users can filter partners and integrations using several criteria such as:

- Star Rating
- Languages
- Data Centers
- Target Customer Size
- Integration Costs

Among the options provided in your question, Integration Costs is the actual filter available in the Marketplace.

Question: 3

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

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

Question: 4

Which of the following is a best practice for managing Access Groups in SmartRecruiters?
Choose the correct answer.

- A. Assign overlapping permissions to ensure users have access to all necessary data.
- B. Use generic names for Access Groups to maintain consistency.
- C. Regularly review Access Groups to ensure they align with the organization's needs.
- D. Avoid documenting Access Group policies to prevent confusion.

Answer: C

Explanation:

Best practices for managing Access Groups in SmartRecruiters include:

- Regularly reviewing Access Groups to ensure permissions reflect current business needs
- Updating groups as roles and organizational structure change
- Ensuring proper data security and compliance

Question: 5

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

- A. Internal ads being automatically hidden.

- B. The widget source is becoming locked.
- C. A security token being generated and added to the widget code.
- D. A limit of five jobs displayed.

Answer: C

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.

Question: 6

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 creating a question set with communication-related questions and assigning it to jobs in the Customer Service department.
- B. By sending individual emails to each candidate to assess their communication skills.
- C. By relying solely on the candidate's resume to determine their communication skills.
- D. By skipping the screening process and assessing communication skills during the interview.

Answer: A

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.

Question: 7

What SmartRecruiters setting allows approvers to transfer their approval responsibility to another user?

Choose the correct answer.

- A. Approver Access to the Offer
- B. Authentication Setting
- C. Organizational Field Application
- D. Delegate Approver on the Offer

Answer: D

Explanation:

In SmartRecruiters, the Delegate Approver feature allows an approver to transfer their approval responsibility to another qualified user. This is useful when:

- The original approver is unavailable due to leave or schedule conflicts.
- Ensuring that the approval workflow continues without delays.

Question: 8

What is the shared responsibility of hiring teams when using SMS for communication?
Choose the correct answer.

- A. To understand and follow local messaging laws.
- B. To ensure candidates have the latest version of SmartRecruiters.
- C. To provide candidates with a list of interview questions.
- D. To track the success rate of different SMS campaigns.

Answer: A

Explanation:

When using SMS for candidate communication in SmartRecruiters, hiring teams share the responsibility to:

- Comply with local laws and regulations regarding text messaging, such as consent, privacy, and opt-out requirements.
- Avoid potential legal issues or complaints related to unsolicited or non-compliant messages.

Question: 9

You are creating a drip campaign in SmartRecruiters and want the second email to be sent to prospects who have not opened the first email after 3 days. Which trigger should you use?

Choose the correct answer.

- A. Email sent
- B. Has opened the email
- C. Immediately
- D. Has not opened the email

Answer: D

Explanation:

The “Has not opened the email” trigger ensures follow-up emails are sent only to prospects who did not engage with the first email, enabling effective drip campaigns.

Question: 10

Which of the following actions can an administrator perform using Delegated Scheduling Preferences? Choose the correct answer.

- A. Override user-defined scheduling preferences.
- B. Set company-wide default scheduling preferences.
- C. Automatically schedule interviews without any user input.
- D. Delete user accounts.

Answer: B

Explanation:

In SmartRecruiters, Delegated Scheduling Preferences allow administrators to define default scheduling settings for the company. This ensures that all users have a consistent baseline for interview scheduling, such as time zones, meeting lengths, and buffer times, while still allowing individual users to adjust their personal preferences if needed.

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