



SAP

C_THR104 Exam

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Question 1. (Multi Select)

After submitting an application in SmartRecruiters, choose the actions available to a candidate through the provided access link.

There are three correct answers.

- A: Review the job details
- B: Update their application information
- C: Withdraw their application
- D: Contact the hiring manager directly

Correct Answer: A, B, C

Explanation:

After submitting an application in SmartRecruiters, candidates receive an access link that allows them to:

- Review the job details they applied for
- Update their application information (such as resume or contact details)
- Withdraw their application if they no longer wish to be considered

Question 2. (Single Select)

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

Correct 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 3. (Single Select)

When using a job template during Step 1 of the Job Creation Wizard, what is a required action regarding the job title?

Choose the correct answer.

- A: You must keep the template title as is to maintain system consistency.
- B: You must update the job's actual title before continuing, as the template title is applied by default.
- C: You must leave the title blank and allow the system to generate one based on the brand.
- D: You must select a new template if the default title does not match your specific needs

Correct Answer: B

Explanation:

When you use a job template in Step 1 of the Job Creation Wizard in SmartRecruiters, the template title is automatically applied. However, you must edit and update the job title to reflect the actual position before proceeding

Question 4. (Single Select)

What is the primary purpose of the SmartRecruiters Employee Portal?

Choose the correct answer.

- A: To manage external job postings.
- B: To provide employees with a centralized platform for internal job opportunities.
- C: To track the performance of recruiters.
- D: To automate the onboarding process for new hires.

Correct Answer: B

Explanation:

The SmartRecruiters Employee Portal is designed to give current employees access to internal job openings within their organization. It allows employees to:

- View and apply for internal job opportunities
- Participate in internal mobility programs
- Refer candidates for open roles

Question 5. (Multi Select)

After submitting an application in SmartRecruiters, choose the actions available to a candidate through the provided access link.

There are three correct answers.

- A: Review the job details
- B: Update their application information
- C: Withdraw their application
- D: Contact the hiring manager directly

Correct Answer: A, B, C

Explanation:

After submitting an application in SmartRecruiters, candidates receive an access link that allows them to:

- Review the job details they applied for
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