

Dependable C_THR97_2205 Exam Dumps to Become SAP Certified [Q32-Q53]



Dependable C_THR97_2205 Exam Dumps to Become SAP Certified Get Ready with C_THR97_2205 Exam Dumps (2022)

SAP C_THR97_2205 Exam Description:

The "SAP Certified Application Associate - SAP SuccessFactors Onboarding 1H/2022" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Onboarding application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Onboarding.

Q32. Who should be provided role-based permissions to perform Offboarding? Note: There are 3 correct answers to this question.

- * External employees
- * Administrator
- * Contingen workers
- * Manager
- * All employees

Q33. Which type of documents can be included as attachments with an email? Note: There are 2 correct answers to this question

- * Documents with only docusign signature component
- * Only documents without signature components
- * Only documents with signature components
- * Documents with only e-signature components

Q34. Transfer events are created only for changes made to which employee central data entities? Note: there are 2 correct answers to this question

- * Compinfo
- * Paycomponentrecurring
- * Workpermitinfo

* Jobinfo

Q35. What are the role-based permissions the hiring manager or onboarding participants need to complete the data collection tasks on behalf of new hire?

Note: There are 2 correct answers to this question.

- * Complete data collection tasks
- * Update new hire data
- * Access new hire data permission
- * Access additional onboarding data permission

Q36. How can you associate a custom object to an onboarding process?

- * Go to admin center – configure business rules – activate rule ONB2_CustomDataCollectionCheck
- * Go to admin center- manage permission role – metadata framework
- * Go to admin center- manage business configuration
- * Go to admin center – configure object definitions

Q37. How do you trigger the offboarding process for any termination event reason?

- * Create a business rule for the offboarding program
- * Create a business rule based on a field in the employee global information
- * Create a business rule that lists each termination event reason
- * Create a business rule that is set to always true

Q38. Which HRIS elements are required in order to include specific fields mapped between recruiting management and employee central? Note: there are 3 correct answers to this question

- * Personinfo
- * Jobinfo
- * Employmentinfo
- * Personalinfo
- * Compinfo

Q39. What are some permissions you should assign to the offboarder? Note: there are 2 correct answers to this question

- * Email trigger
- * Meeting Task
- * Document flow
- * ONB2ScheduledMessageActivity

Q40. How can you assign the Review new hire data step to a hiring manager? Note: There are 2 correct answers to this question

- * Set up role-based permissions
- * Create a custom HRIS element as an MDF object
- * Add an HRIS element in the user data file
- * Set rule SAP_ONB2_HMReviewCheck to True

Q41. What are some benefits of the SAP successfactors onboarding solution? Note: There are 2 correct answers to this question.

- * It provides more control and visibility to configure and administer processes.
- * It is fully integrated with sap successfactors employee central
- * It allows a separate database for onboarding
- * It allows multiple standard process flows for onboarding scenarios

Q42. What are some important configuration options when integrating onboarding with recruiting management in sap successfactors

hxm suite?

Note: There are 3 correct answers to this question.

- * Modify the onboarding feature permission on job requisition template xml files
- * Assign the onboarding initiate permission to designated users in recruiting management
- * Define the applicant status set for onboarding in recruiting management
- * Modify the onboarding templates in recruiting management
- * Map the desired fields using the onboarding integration setup tool in admin center

Q43. What are some of the steps that can be added to a process using the process variant manager? Note: there are 3 correct answers to this question

- * Additional onboarding data collection
- * New hire verification
- * New employee
- * Compliance form
- * Create new hire tasks

Q44. What rehire condition should be enabled with the hire/rehire configuration generic object? Note: There are 3 correct answers to this question

- * National ID
- * First Name, Middle Name, and Last Name
- * First Name, Last Name, and Date of Birth
- * Date of birth
- * First Name and Last Name

Q45. Which role-based permission would an offboarder require to complete the knowledge transfer?

- * ONB2KnowledgeTransferTaskActivity
- * ONB2ScheduledMessageActivity
- * ONB2KnowledgeTransferPlanActivity
- * ONB2ProcessTrigger

Q46. The UI for custom data collection objects can be configured in which of the following ways? Note: there are 3 correct answers to this question

- * Go to Admin Center > Manage Configuration UI
- * Create a configuration UI object with a specified ID
- * Use a business rule for the objects visibility
- * Enable the admin configuration tool in Provisioning
- * Activate enable intelligent services

Q47. How can you trigger offboarding within the sap successfactors hxm suite?

- * Integrate from an external HRIS
- * Manually start the process within onboarding
- * Integrate with sap successfactors employee central
- * Mass import with a csv file

Q48. In which onboarding process step do you use the onboarding data model? Note: There are 2 correct answers to this question

- * Review new hire data
- * Additional onboarding data collection
- * Manage pending hires
- * Personal data collection

Q49. Which type of onboarding data is included in the read audit reports feature? Note: There are 3 correct answers to this question.

- * All documents
- * Email notifications
- * Data from recruiting management and employee central
- * Documents with sensitive data
- * Custom data from custom objects

Q50. How is mobile functionality supported with onboarding?

- * Through mobile browser only
- * Through mobile browsers and the SAP successfactors app
- * Through the SAP successfactors app only
- * Through admin center mobile access only

Q51. which role-based permission categories should you configure to define available fields in onboarding? Note:

There are 2 correct answers to this question.

- * Manage workflows
- * Employee data
- * Employee central effective dated entities
- * Employee central api

Q52. What is the prerequisite for a customer to enable DocuSign as their signature tool?

- * The docuSign application is enabled on the customer's mobile devices
- * The customer's existing docuSign account can be used for onboarding only
- * An embedded signature is enabled
- * The customer needs a docuSign account

Q53. When you define the business rule to automatically restart the onboarding process, which options can you choose for the purpose? Note: there are 2 correct answers to this question

- * On load
- * Evaluate
- * Validate
- * Initialize

SAP C_THR97_2205 Exam Syllabus Topics:

TopicDetailsTopic 1- Identify essential features and provisioning configurations required for Onboarding- Rehire Process with OnboardingTopic 2- Describe and identify the offboarding tasks, business rules- Document Template Management and e-SignaturesTopic 3- Outline and design the data review and collection process in Onboarding- Describe and identify the onboarding tasks, business rulesTopic 4- Essential Features and Provisioning Settings to Enable Onboarding- Describe and design the rehire process in Onboarding

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