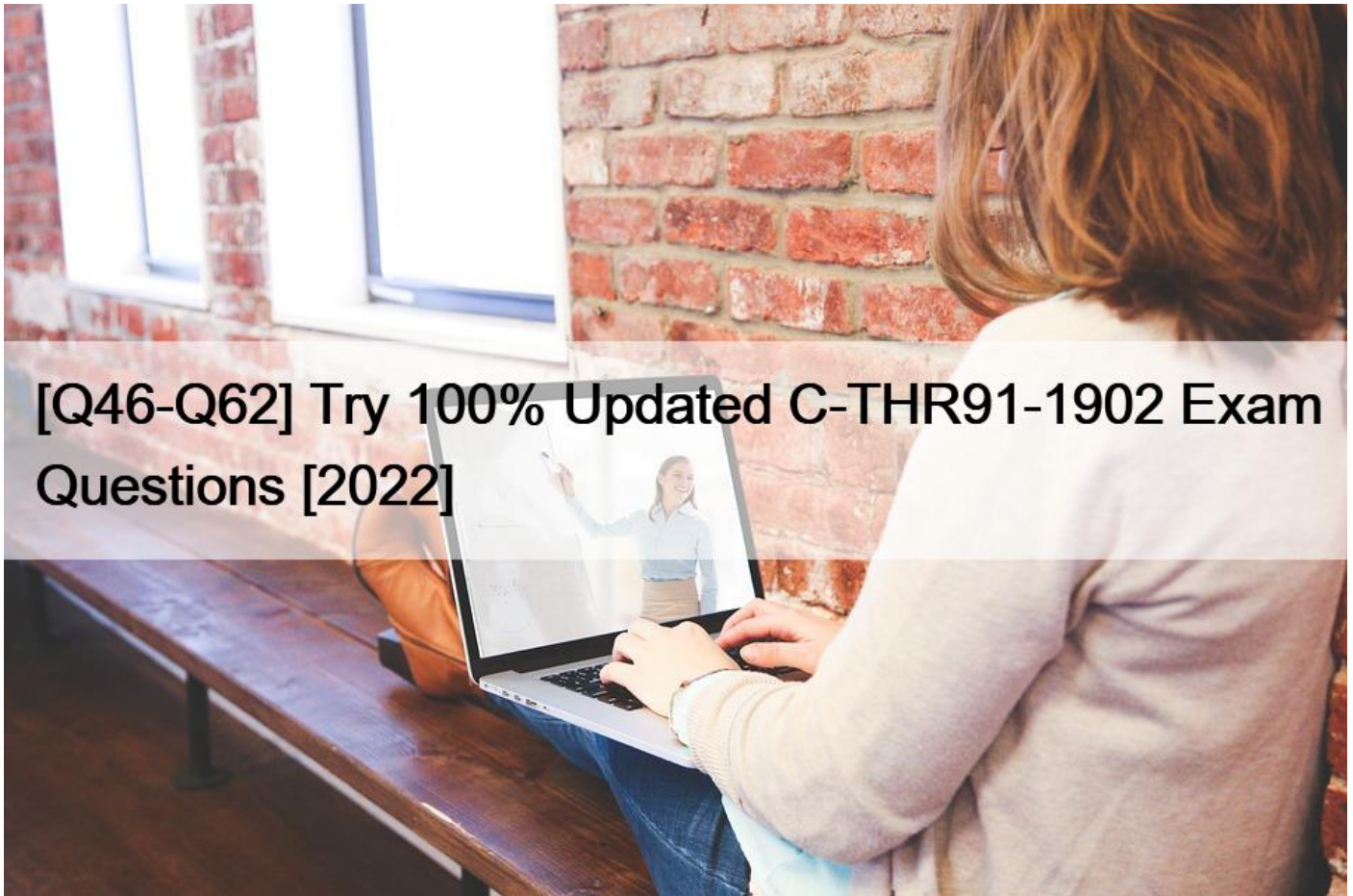


[Q46-Q62 Try 100% Updated C-THR91-1902 Exam Questions [2022]



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Q46. What is required in the job requisition template in order for `<code>initiate Onboarding</code>` to work in SAP SuccessFactors Recruiting?

- * The mapped fields must be identified as elements in the XML template
- * The `Integration` namespace must be identified as an element in the XML template
- * The onboarding feature permission for a status must be added to the XML template
- * The `Entities` namespace must be identified as an element in the XML template

Q47. Where do you create a new corporate structure level in Onboarding?

- * Super Admin -> Features -> Foundation Import
- * Super Admin -> Corporate Structure -> Add level
- * Onboarding -> Reference Files -> Corporate Structure -> Import
- * Onboarding -> Reference Files -> Corporate Structure -> New

Q48. What are the standard process steps provided by SAP SuccessFactors Onboarding?

There are 3 correct answers to this question.

Response:

- * Post Hire Verification Step
- * Remote Hire Step
- * Orientation Step
- * New Hire Activity Step
- * New Employee Step

Q49. What properties are required when creating a multi-panel?

There are 2 correct answers to this question.

Response:

- * Is this Panel a stop Panel
- * Start Index
- * Is this Panel an editable panel after completion.
- * Number of Panels

Q50. Which of the following actions must be formed before the security sync report can be run successfully?

There are 3 correct answers to this question.

Response:

- * The RBP permission to User report must be enabled in provisioning.
- * The file encryption checkbox must have been selected when setting up the job in provisioning.
- * The username field must be included in the data model.
- * The user sync report must be completed.
- * Permissions to run the report must be granted to the Admin User for the entire population.

Q51. I need to force a specific formatting of a phone number field that is located on one of the panels. What

do I use to create this formatting?

Please choose the correct answer.

Response:

- * Panel Designer > Validator
- * Admin Center > Field Formatting
- * New Hire completes paperwork in Onboarding
- * Panel Designer > SF HCM Picklist
- * PDF Form > Validator

Q52. Where can you upload a custom form in SuccessFactors Onboarding?

Please choose the correct answer.

Response:

- * Reference Files-Forms
- * Reference Files-Container Forms

- * Settings-Forms
- * Settings-PDF Forms

Q53. Which type of drop-down list is the most recommended for use with SAP SuccessFactors Onboarding?

Please choose the correct answer.

Response:

- * Data Keys
- * SF HCM Picklists
- * Data Lists
- * Provisioning Lists

Q54. What flag is set to determine when the new hire record is imported to Success Factors Employee

Central?

Please choose the correct answer.

Response:

- * PaperWorkDone message to BizX after NES is completed by new-hire
- * HireDate update message to BizX after OS is completed.
- * PostPHV message to BizX after PHV is completed
- * Enable External ATS-ONB-EC integrations

Q55. What must you do before you can integrate Recruiting Management to Onboarding?

There are 2 correct answers to this question.

Response:

- * Confirm that the correct fields in Super Admin are available for mapping
- * Enable Onboarding integration for recruiting in Provisioning with VI Onboarding Integration
- * Create the initiate Onboarding feature permissions in the job requisition template
- * Validate fields in Admin Tools-Manage Onboarding-Field mapping tool for Onboarding EC integration

Q56. What does SAP recommend when sending an attachment with a notification?

There are 2 correct answers to this question.

Response:

- * Information completed in a wizard can be attached as a PDF file
- * Only one file can be attached to a notification
- * Attach a PDF file if the form is information only
- * Keep the file size small

Q57. What must be configured in the Data Dictionary to integrate SAP SuccessFactors Recruiting Management to SAP SuccessFactors Onboarding?

- * Add a new tag for Recruiting in the Integrations namespace and add all fields to be mapped to Recruiting
- * Add the fields that are to be mapped to Recruiting to the RX tag in the Integrations namespace and distribute to appropriate entities

- * Create all the fields to be mapped to Recruiting and Employee Central and add them to the RX tag in the Integrations namespace
- * Create a new namespace for Recruiting Integration with tags for every requisition template

Q58. How can a recruiting candidate become an employee in the SuccessFactors System?

There are 2 correct answers to this question.

Response:

- * Push candidate from Recruiting Management to Employee Central and OnBoarding at the same time.
- * Push candidate from Recruiting Management to OnBoarding using OnBoarding as the system of

record.

- * Push candidate from Recruiting Management to Employee Central
- * Push candidate from Recruiting Management to OnBoarding and then to employee central

Q59. A client has configured a global process with panels that collect compliance data relevant to the country of Germany.

Who will be responsible for maintaining these panels?

- * the SuccessFactors engineers will maintain these panels because they are considered Standard panels
- * The Partner consultant will maintain these panels for the client
- * the SuccessFactors engineers will maintain all compliance panels
- * The client will, because the panels are considered user-defined

Q60. What information is required to create a notification?

Please choose the correct answer.

Response:

- * Create Activity in WQ
- * Post Controller
- * Use Business Days
- * Name

Q61. Which of the following components of a Panel may be localized (translated)?

Please choose the correct answer.

Response:

- * Empty Item Text from a Picklist
- * Labels
- * Validator Error Messages
- * All of the Above

Q62. Your customer has an external HRIS.

How does the external HRIS pull the new hire data from SAP SuccessFactors Onboarding?

2 correct answers

- * Upload an external list of new hires as a CSV file from SAP SuccessFactors Onboarding
- * Export new hire data to the external HRIS system using SFTP server

- * Create the new hire record through Web Services
- * Upload new hire data to SAP SuccessFactors Onboarding in a TXT file format

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