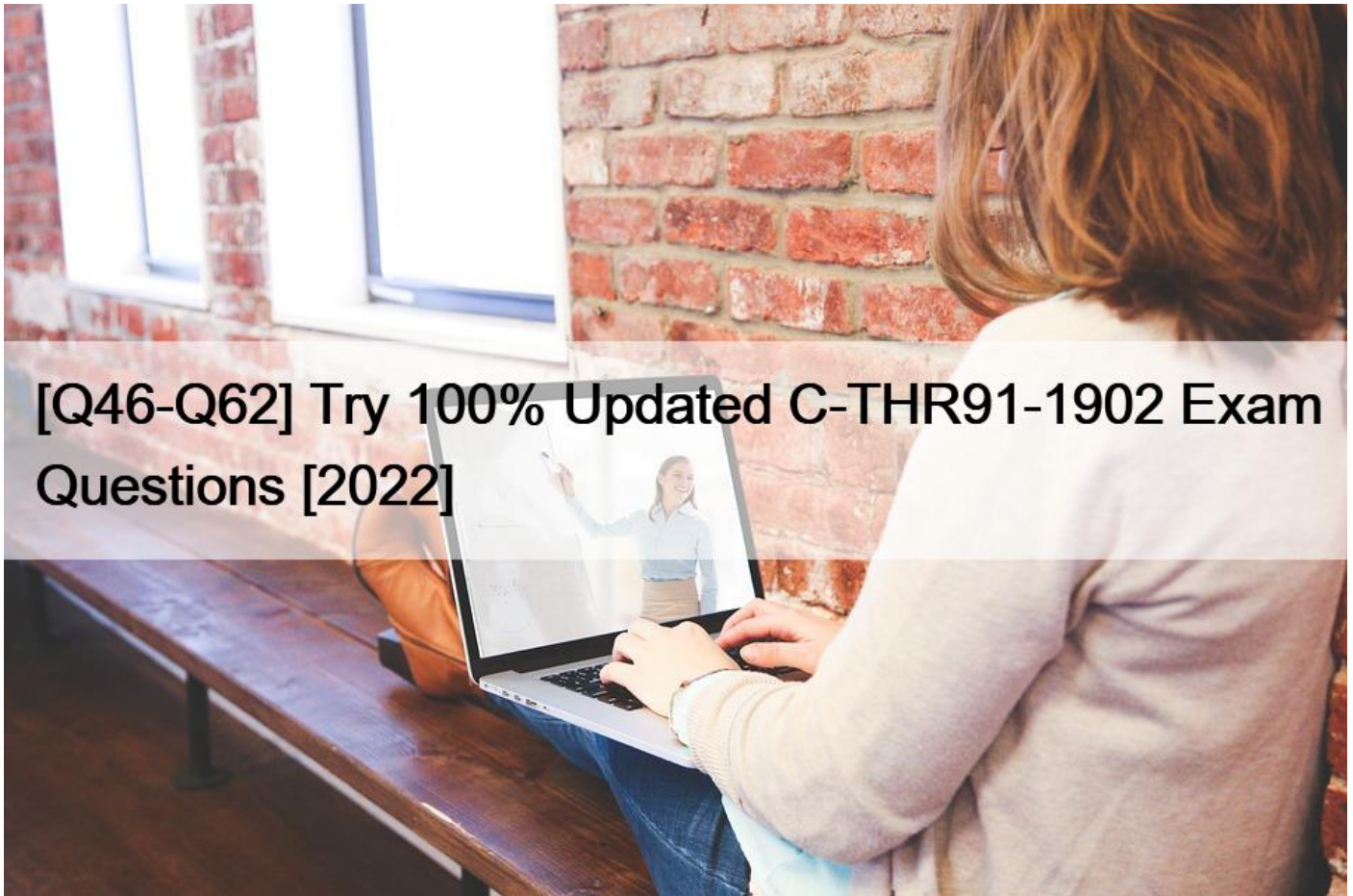


## [Q46-Q62 Try 100% Updated C-THR91-1902 Exam Questions [2022]



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**Q46.** What is required in the job requisition template in order for `&#8220;initiate Onboarding&#8221;` 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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