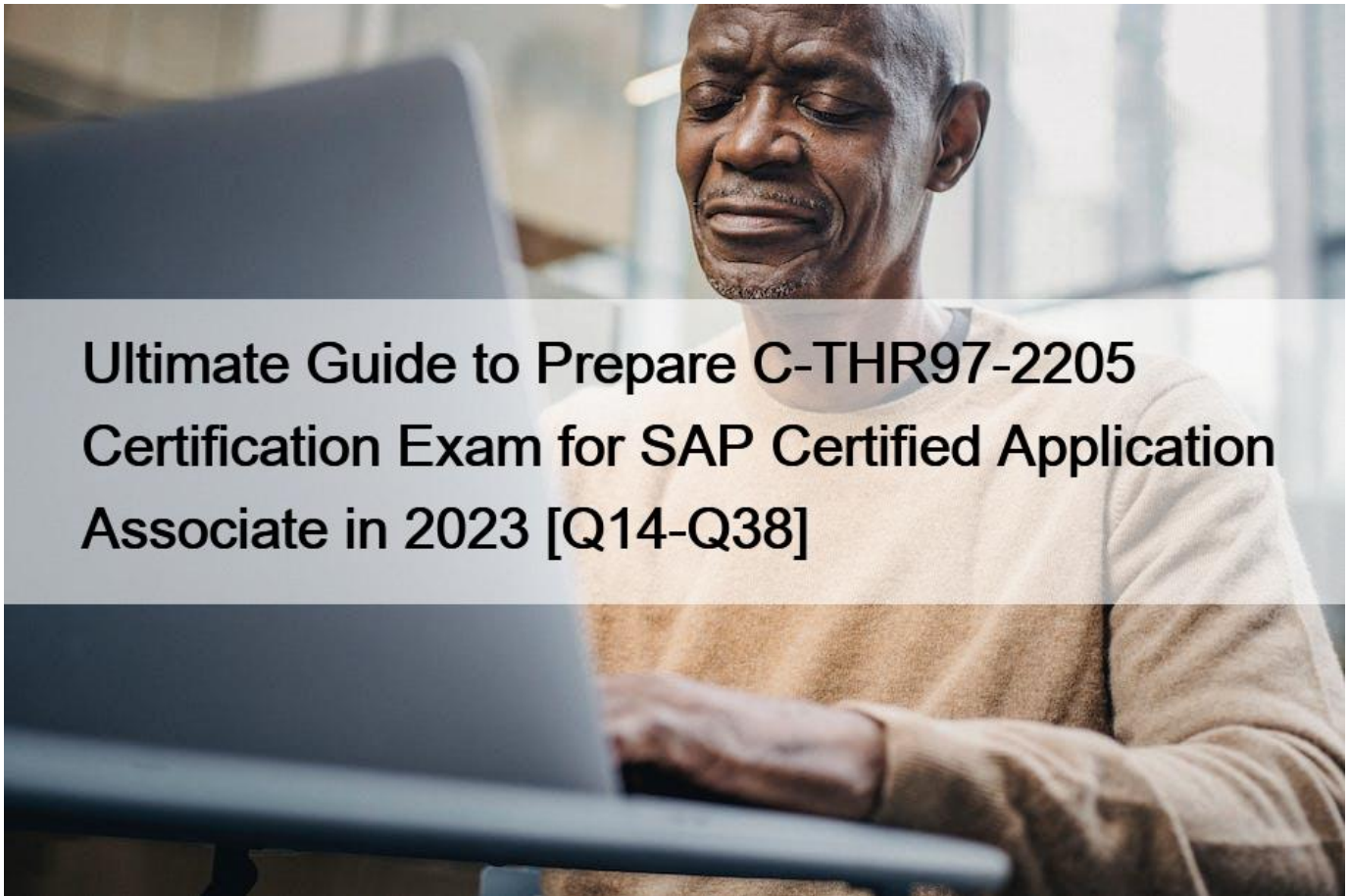


Ultimate Guide to Prepare C-THR97-2205 Certification Exam for SAP Certified Application Associate in 2023 [Q14-Q38]



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Use Real C-THR97-2205 Dumps - SAP Correct Answers updated on 2023

QUESTION 14

If a responsibility group is not assigned to an onboarding task, who will be assigned by default?

- * The hiring manager will be considered as responsible owner
- * The BPE service user will be considered as responsible owner
- * Both hiring manager and the admin user will be considered as responsible owners
- * The admin user will be considered as responsible owner

QUESTION 15

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 costumer needs a docusign account

QUESTION 16

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

QUESTION 17

How do you initiate the onboarding process? Note: There are 3 correct answers to this question

- * Add a new employee in admin center
- * Initiate onboarding from SAP successfactors recruiting
- * Initiate onboarding from an external applicant tracking system
- * Import a csv file of new hires in admin center
- * Add a new hire to onboarding in admin center

QUESTION 18

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

QUESTION 19

What are the standard offboarding process steps? Note: there are 3 correct answers to this question

- * Employee review
- * Manager review
- * Additional data collection
- * Compliance forms
- * Document flow

QUESTION 20

How can you configure the onboarding data model? Note: There are 2 correct answers to this question.

- * Synchronize the succession data model with the metadata framework
- * Create an onboardee person type on HRIS element
- * Change the properties of the fields for an onboardee person type
- * Create a corporate data model

QUESTION 21

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

QUESTION 22

Why would you set permission for each type of offboarding task?

- * To define who completes each offboarding task
- * To define who can complete both offboarding and onboarding tasks
- * To define who completes each offboarding program
- * To define who completes each offboarding activity

QUESTION 23

When is the new hire welcome email triggered during the onboarding process Note: there are 2 correct answers to this question

- * When the review new hire data step is completed
- * When the hiring manager completes onboarding tasks
- * When the onboarding process is initiated
- * Before the new hire signs any documents

QUESTION 24

What causes the preconfigured e-mail template list to be blank?

- * The create new template dropdown was not selected
- * The list is accessed for the first time
- * The templates are not visible due to permissions
- * The reuse template dropdown was not selected

QUESTION 25

What does the ONB20ffboardingActivitiesConfig permission grant to the user?

- * Ability to configure offboarding email templates
- * Ability to configure offboarding programs
- * Ability to configure the offboarding process
- * Ability to manage offboarding content

QUESTION 26

How would you configure an onboarding process that does not require the review new hire data step?

- * Create a process variant without a review new hire data step
- * Skip the step by selecting the option from the action menu in the onboarding dashboard
- * Cancel the review new hire data task from the onboarding dashboard
- * Define a business rule using the update onboarding or offboarding process object scenario

QUESTION 27

Which new hire data is used for the first rehire check in the onboarding process? Note: There are 2 correct answers to this question

- * Data captured during the personal data collection/paperwork step
- * Data captured during the review new hire data step
- * Data from the applicant tracking system
- * Data coming from the add new hire to onboarding tool

QUESTION 28

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

QUESTION 29

At what point during the onboarding process are the rehire checks executed? Note: there are 2 correct answers to this question

- * The check is performed at the review hire data step
- * The check is performed after the personal data collection step is completed
- * The check is performed when onboarding is initiated
- * The check is triggered during manage pending hires

QUESTION 30

What are some of the business rule scenarios available for email services? Note: There are 3 correct answers to this question

- * Email service category
- * Manage email template
- * Filter email template
- * Add static documents as email attachments
- * Select email message locale

QUESTION 31

What are some examples of preconfigured offboarding email templates? Note: There are 3 correct answers to this question.

- * Resignation approval sent to the employee
- * Offboarding process restarted
- * Offboarding exit interview scheduling
- * Offboarding process cancellation
- * Announce termination message template

QUESTION 32

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- * To create a transfer event and update the employee profile record
- * To convert the external user to a new hire when the external user is moved to manage pending hires
- * To initiate onboarding using the termination event
- * To send data from recruiting management to onboarding

QUESTION 33

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

QUESTION 34

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

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

QUESTION 35

How can you auto-archive offboarding tasks? Note: there are 2 correct answers to this question

- * Create a business rule that identifies the offboarding task to archive
- * Create a scheduled batch job from the front-end system to archive the offboarding tasks
- * Enable archive & print in provisioning
- * Create a scheduled batch job from provisioning that archives the offboarding tasks

QUESTION 36

What is the purpose of a knowledge transfer plan?

- * To schedule a meeting with a new hire
- * To schedule a meeting with an offboarder
- * To capture, store, and share critical knowledge of a new hire
- * To capture, store, and share critical knowledge of offboarders

QUESTION 37

What MDF object do you configure to handle the restart onboarding process?

- * ONB2ProcessTrigger
- * ONB2ProcessTask
- * ONB2ProcessVariant
- * ONB2Process

QUESTION 38

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

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