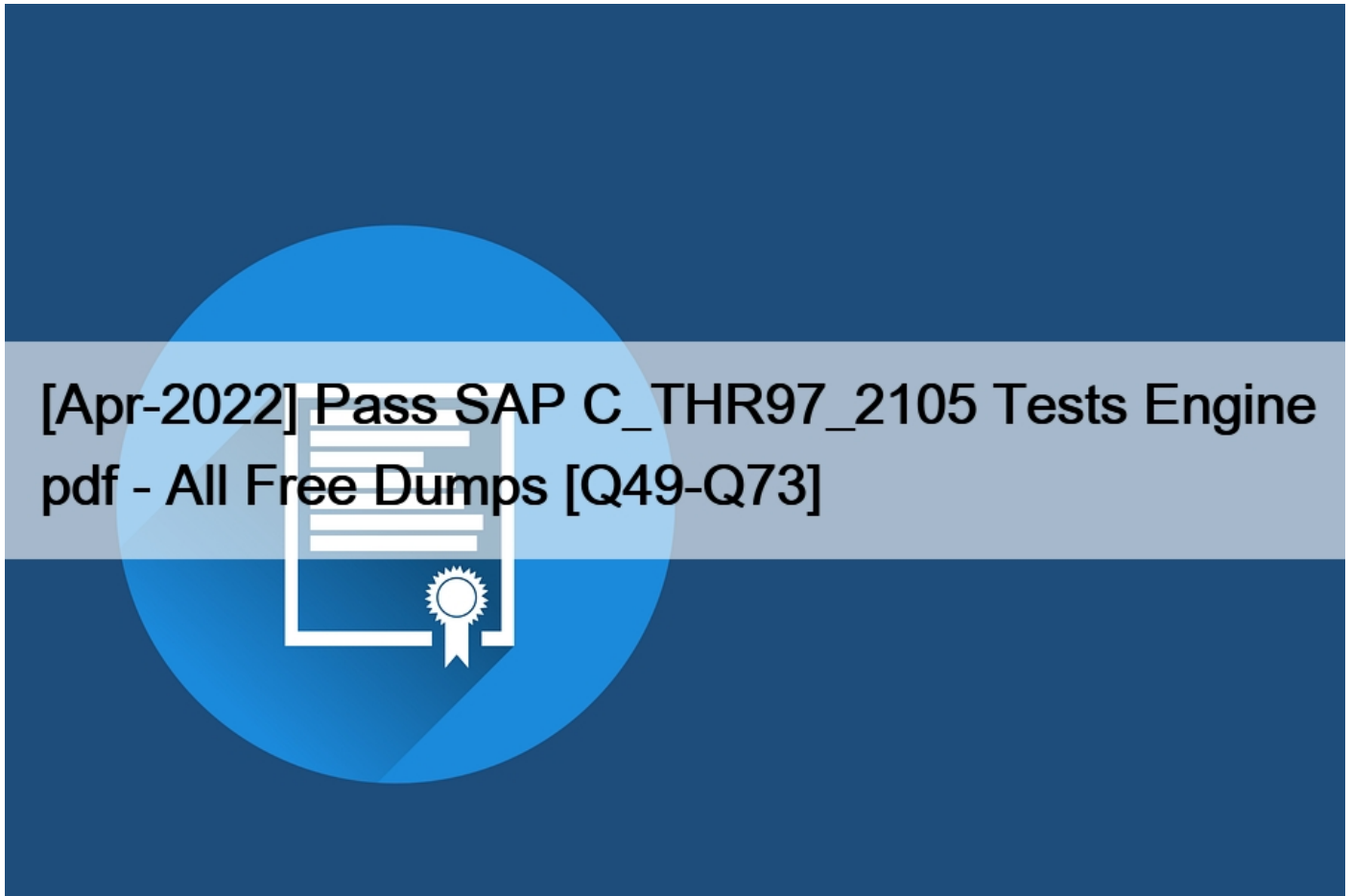# [Apr-2022 Pass SAP C_THR97_2105 Tests Engine pdf - All Free Dumps [Q49-Q73

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C_THR97_2105 Exam Certification Details:
Sample Questions: SAP C_THR97_2105 Exam Sample Question Cut Score:66%Exam:80 questionsLanguages:English

SAP C_THR97_2105 Exam Syllabus Topics:
TopicDetailsTopic 1- Describe and identify the offboarding tasks, business rules, and responsible groups- Design forms (document
        templates) for required data collection and signatures for OnboardingTopic 2- Identify essential features and provisioning
        configurations required for Onboarding- Describe and identify the onboarding tasks, business rules, and responsible groups
Topic 3- Identify and assign the permissions for the offboarding participants for Offboarding- Onboarding Process and Compliance
        SettingsTopic 4- Identify essential configuration options for integrating Recruiting Management with Onboarding- Create,
        design, and manage e-mail notifications in Onboarding and OffboardingTopic 5- Describe and identify compliance settings-
        Outline and design the data review and collection process in Onboarding- Recruiting Management Integration with

Onboarding

NEW QUESTION 49

How many Hired or Hirable statuses are allowed in recruiting for integration with ONB2.0?
* There can be up to 3 Hired or Hirable statuses for each Application template
* There should be a status for each Job requisition template
* There must be only one Hirable and Hired status
* There should be a status for each Offer Letter available

NEW QUESTION 50

What are some of the steps in the standard Onboarding 2.0 process?

There are 3 correct answers to this question.
* Review New Hire Data
* New Hire Verification
* RehireVerification
* Personal Data Collection
* Document Flow

NEW QUESTION 51

Which of the following items are part of the procedure to add preconfigured emailtemplates directlyinto your system?

2 correct ANS:
* Click+and select Email Templates
* Click Add to Active List
* Click+and select Reuse Template
* Click+ and select Create New Templates

NEW QUESTION 52

What are the integration options you have when integrating Onboarding 2.0 with Recruiting Management System? Note: There are THREE correct answers to this question.
* Modify the Onboarding templates in Recruiting Management
* Modify the Onboarding feature permissions on job requisition template XML file
* Assign the Onboarding Initiate Permission todesignated users in Recruiting Management.
* Define the applicant status set for Onboarding 2.0 in Recruiting Management
* Map the desired fields using the Onboarding Integration Setup tool in the Admin Center

NEW QUESTION 53

What step is created when there are discrepancies in the new hire data?
* Review New Hire Data
* Personal Data Collection
* Document Flow
* Data Validity

NEW QUESTION 54

Your customer’s recruiting management system is integrated with Onboarding 2.0. What are the possible status you can have which helps you to initiate the Onboarding process for the prospective employees? Note: There are TWO correct answers to this question.
* Hired
* Hireable
* Offer
* Forwarded

NEW QUESTION 55

How many preconfigured notifications are there for Crossboarding?
* Three-One for the new hire, one for the hiringmanager, and one for the recruiter
* Two-One forthe new hire and one for the hiring manager
* Five-One for each of the onboarding participants for each step in the onboarding process
* One-There is one specific preconfigured email notification

NEW QUESTION 56

When does a New Hire receives a welcome mail with the credentials?
* Once the Onboarding 2.0 step is initiated
* Once the hiring manager signs any documents
* When the Review New Hire data step is completed
* When the hiringmanager is done adding Onboarding tasks

NEW QUESTION 57

A customer wants to restart the Onboarding 2.0 process. Where will you do the updates if it has to be achieved using a business rule?
* ONB2ActivitiesConfig
* ONB2ProcessTrigger
* Manage Onboarding 2.0
* ONB2Process

NEW QUESTION 58

What is the name of the RBP group that allows users to update ONB2.0 process Flow?
* OnaboardingBPEServiceUser
* OnboardingBpeAdmin
* onboardingExternalUser
* SAP_ONB2_ErrorFlowAdmins

NEW QUESTION 59

What features does off boarding 2.0 share with ONB2.0

2 correct ANS:
* CustomObjects
* Documents

* Email templates
* Programs

NEW QUESTION 60

When you use an external applicant tracking system to initiate the internal hire process, what two attributes are required to identify the employee?

Please choose the correct answer.
* ID and Date of Hire
* Name and Date of Birth
* Employee ID and Date of Hire
* Employee ID and Name

NEW QUESTION 61

How can youtrigger different programs for different processes, such as the Onboarding and Internal Hire Processess?
* Define one program for both the Onboarding and Internal Hire Processes
* Select the Onboarding task configuration scenario business rules
* Define different tasks by process
* Set up a workflow

NEW QUESTION 62

What are the main tags used in Succession Data Model XML?

There are 2 correct answers to this question.
* Required
* HRISportlet
* HRIS element
* Label

NEW QUESTION 63

How can you auto archive Offboarding 2.0 tasks?

2 Correct ANS:
* Enable Archive &Print in Provisioning
* Create a scheduler batch job from the front end system to archive the Offboarding 2.0 tasks
* Create a business rule that identifies theOnboarding2.0 tasks to archive
* Create a scheduled batch job from provision that archives the Offboarding2.0 tasks

NEW QUESTION 64

What business rule allows the Offboardee to edit personal Information?
* ONB2_OFB_EmplyeeReviewCheck
* ONB2SelectOffboardingActivitiesConfigRule
* ONB2_OFB_ManagerReviewCheck
* ONB2KnowledgeTransferPlanActivity

NEW QUESTION 65

When is the rehire check triggered in the Onboarding2.0 process?

2 Correct ANS:

* It is triggered at the Review New Hire Data step
* It is triggered when the Onboarding process is initiated
* It is triggered when the new hire moves toManage Pending Hires.
* It is triggered after the Personal Data Collection step.

NEW QUESTION 66

What are the requirements for activating only Enable Print Forms Generation in Provisioning

2 Correct ANS:

* API Credentials
* Enable Document Generation
* Enable Document Management Services
* Print Forms Service URL

NEW QUESTION 67

When can you skip the Offboarding 2.0 Manager review step?
* When the manager Review rule is true
* When the Offboarding email notification is disabled
* When the Manager review rule is false
* When theManage My team tile is disabled

NEW QUESTION 68

What are the pre-requisites to create an Offboarding 2.0 program?

2 Correct ANS:

* ONB2OffboardingActivitiesConfig object permission must be enabled for the administrator.
* The Offboardee’s equipment must be assigned by the manager
* A farewell message must be created by the Admin
* Responsible groups must be created for the users whowill be in the process.

NEW QUESTION 69

What are some important configurationoptions when integratingONB2.0 with RCM in SAP SuccessFactors HCM Suite?

3 Correct ANS:

* Define the applicant status set for ONB2.0 in RCM
* Modify the onboarding feature permission on job requisition template XML
* Modify the on boarding templatesin RCM
* Map the desired fields using the onboarding Integration setup tool in the Admin Center
* Assign the Onboarding initiate permission to designatedusers in RCM

NEW QUESTION 70

What are some of the fields for rehire check that you can use with the Hire/Rehire configuration generic object?

3 Correct Answers:
* 1stName,MiddleName,Last Name
* National Id
* 1st Name, Last Name, Data Of Birth
* Date Of Birth
* 1st Name and Last Name

NEW QUESTION 71

What services user role must you create if implementing Offboarding2.0 without Onboarding 2.0?
* OffboardingInternalUser
* OnboardingExternalUser
* OnboardingBpeAdmin
* OffboardingService User

NEW QUESTION 72

You have customer with operations in different countries, what data models can you update to have correct process flows in ONB?

2 Correcr ANS:
* country-specific Succession Data Model
* country-specific Corporate Model
* SuccessionData Model
* Corporate Data Model

NEW QUESTION 73

What type of software must you use when configuring a new document template?
* Adobe LiveCycle
* Microsoft Nitro Pro
* Adobe Acrobat Pro
* PDF Studio

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