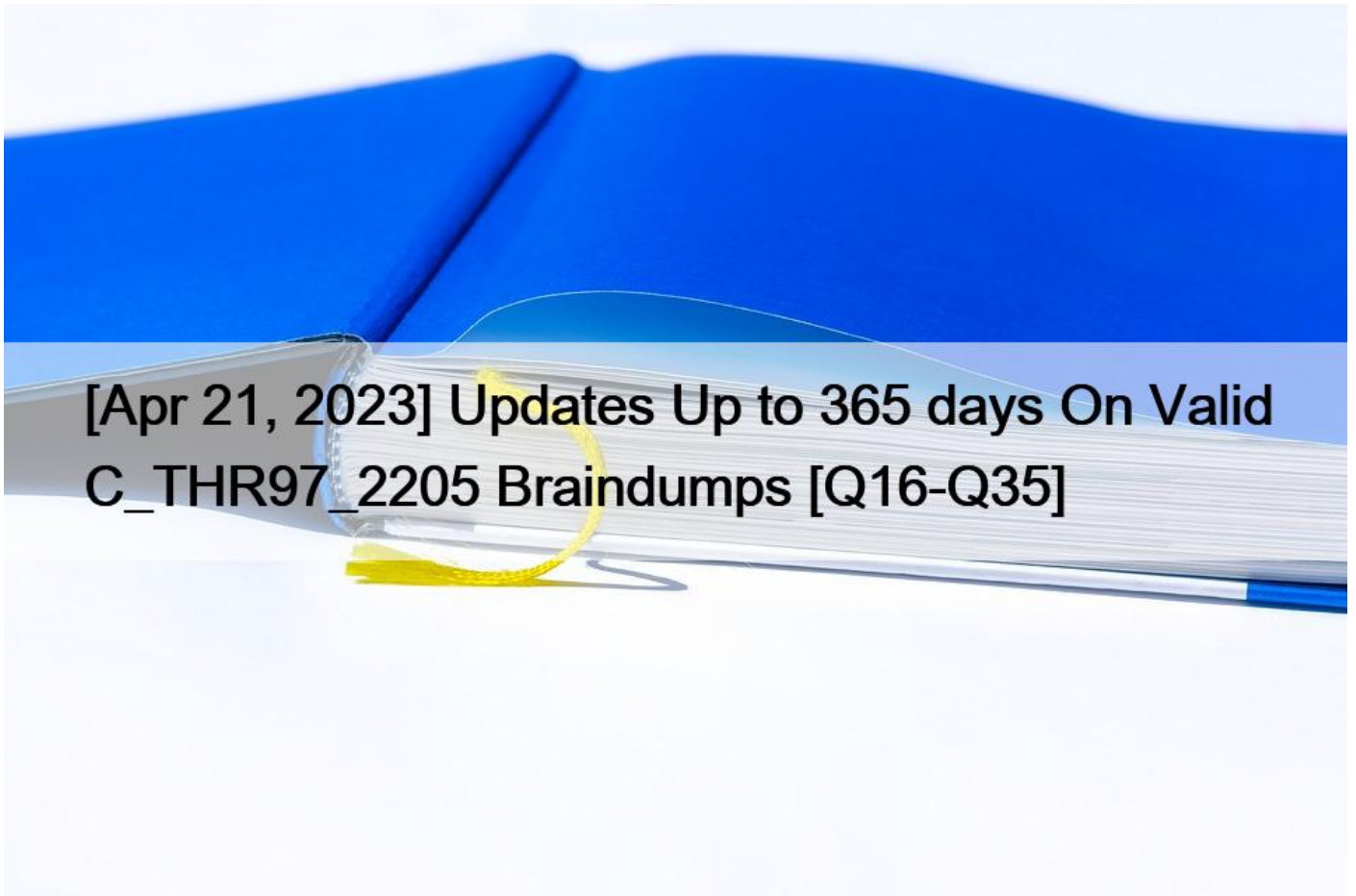


[Apr 21, 2023 Updates Up to 365 days On Valid C_THR97_2205 Braindumps [Q16-Q35]



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Best Quality C_THR97_2205 Exam Questions SAP Test To Gain Brilliant Result

C_THR97_2205 Exam Certification Details:

Sub-solution: SuccessFactors Cut Score: 66% Exam: 80 questions Sample Questions: SAP C_THR97_2205 Exam Sample Question

Q16. Which role-based permissions apply only to offboarding? Note: There are 2 correct answers to this questions

- * Permission to Cancel Offboarding
- * Document Flow
- * ONB2KnowledgeTransferPlanActivity
- * ONB2ProcessTrigger

Q17. 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

Q18. What are some of the required configurations for integration of an external HRIS with SAP successfactors onboarding? Note: There are 3 correct answers to this question

- * Create an export of new hire data using only middleware system
- * Configure all the event reasons
- * Create an export of new hire data using integration center or odata apis
- * Import employee data using integration center or odata apis
- * Configure the onboarding data model

Q19. What are the prerequisites to create an offboarding program? Note: There are 2 correct answers to this question

- * Responsible groups must be created for the users who will be involves in the process
- * A farewell message must be created by the administrator
- * The offboarder equipment must be assigned by the manager
- * ONB20ffboardingActivitesConfig object permission must be enabled for the administrator

Q20. 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

Q21. You have configured custom data collection and uploaded the forms in maintain onboarding and offboarding document templates for your costumer How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question

- * Select rule in the mapping type column
- * Use the custom mdf object as the base object column
- * Select direct in the mapping type column
- * Create a business rule
- * Select the fields from the costum MDF object in the target field column

Q22. 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 onboarder person type on HRIS element
- * Change the properties of the fields for an onboarder person type
- * Create a corporate data model

Q23. 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

Q24. 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

Q25. Which RBP permission will show you the onboarding/offboarding tools in admin center?

- * Show onboarding tasks status on the dashboard
- * Administrate onboarding or offboarding content
- * Manage onboarding or offboarding
- * Onboarding admin configuration item

Q26. 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

Q27. 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

Q28. What scheduled job type do you create so new hires become internal users?

- * ConvertExternalUserOnStartDateJob
- * OnStartDateStatusChange
- * External to internal candidate profile conversion
- * New hire export

Q29. 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

Q30. 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

Q31. When will new hires be added to the manage pending hires list?

- * When all documents are completed and signed
- * When the personal data collection is completed
- * When onboarding task are completed
- * When the review new hire data is completed

Q32. 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

Q33. Which object permission allows participants to cancel the onboarding process flow?

- * Configure object definitions
- * ONB2Process
- * ONB2ProcessTrigger
- * Cancel onboarding permission

Q34. What happens when both legacy onboarding 1.0 and new onboarding are integrated with sap successfactors recruiting or an external applicant tracking system?

Note: There are 2 correct answers to this question.

- * The onboarding version is triggered based on the integration setup
- * Both legacy onboarding 1.0 and new onboarding will fail
- * New onboarding will be triggered by default
- * Legacy onboarding 1.0 will be triggered as a preferred module

Q35. 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

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