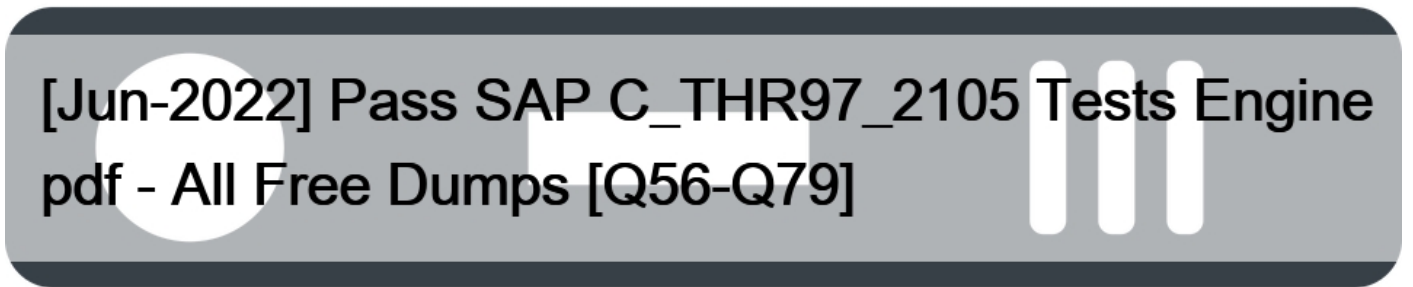


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SAP C_THR97_2105 Exam Syllabus Topics:

TopicDetailsTopic 1- Describe and identify compliance settings- Outline and design the data review and collection process in Onboarding- Recruiting Management Integration with OnboardingTopic 2- Identify and assign the permissions for the offboarding participants for Offboarding- Onboarding Process and Compliance SettingsTopic 3- Essential Features and Provisioning Settings to Enable Onboarding- Identify and assign the permissions for the onboarding participantsTopic 4- Describe, design, and configure the Onboarding Data Model- Describe and design the rehire process in OnboardingTopic 5- Identify essential configuration options for integrating Recruiting Management with Onboarding- Create, design, and manage e-mail notifications in Onboarding and OffboardingTopic 6- Identify essential features and provisioning configurations required for Onboarding- Describe and identify the onboarding tasks, business rules, and responsible groups

NEW QUESTION 56

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 57

How many preconfigured notifications are there for Crossboarding?

- * Three-One for the new hire, one for the hiring manager, and one for the recruiter
- * Two-One for the 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 58

Which RBP apply to only Offboarding 2.0?

2 Correct ANS:

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

NEW QUESTION 59

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 the Manage My team tile is disabled

NEW QUESTION 60

What are some role-based permissions you should assign to the Offboarder?

2 Correct ANS:

- * ONB2knowledgeTransferPlanActivity
- * ONB2Process
- * ONB2ResponsibilityConfig
- * ONB2OffboardingActivitiesConfig

NEW QUESTION 61

How can you implement Offboarding 2.0 within the SAP SuccessFactors HCM Suite?

2 correct Ans:

- * Stand Alone
- * Without EC being Enabled
- * Only with RCM enabled
- * Together with ONB2.0

NEW QUESTION 62

What rules do you have to continue for the New Hire Data Collection and Personal Paperwork steps?

- * SAP_ONB2_ECDataCollectionCheck
- * SAP_ONB2_DataCollectionConfigSelect
- * SAP_ONB2_HMReviewCheck
- * SAP_ONB2_PreDay1AccessCheck

NEW QUESTION 63

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 64

What role-based permission steps must you complete after enabling Offboarding 2.0?

There are 2 correct answers to this question.

- * Identify the user groups who should be provided access.
- * Enable the required role-based permission for each group.
- * Enable the Manage Document Generation Templates.
- * Identify the recipients of the Email Framework permissions.

NEW QUESTION 65

How can you configure the Onboarding data model?

2 correct ANS:

- * Change the field property for Onboarder Person Type
- * Create Onboarder Person Type under Manage Business Configuration
- * Create a Corporate Data Model
- * Grant the permission on employee data

NEW QUESTION 66

Which of the Onboarding entities you would require to be mapped in Recruit to Hire? Note: 2 Answers

- * jobInfo.Company
- * jobInfo.Employment Type
- * homeAddress. Country
- * personallInfo.first-name

NEW QUESTION 67

What are some permissions that you should grant to the ONB2.0Admin role?

2 Correct ANS:

- * ONB2ResponsibilityConfig
- * ONB2Knowledge TransferPlanActivity
- * ONB2OffboardingActivitiesConfig
- * ONB2ProcessTrigger

NEW QUESTION 68

What standard business rules drive data collection process in ONB2.0

3 correct ANS:

- * ONB2_InternalHire_Configuration
- * ONB2_ECDataCollectionCheck
- * ONB2_CustomDataCollectionCheck
- * ONB2_PreDay1AccessCheck
- * ONB2_HMReviewCheck

NEW QUESTION 69

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 to designated 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 70

What are some of the termination reasons that can trigger Offboarding 2.0?

2 Correct ANS:

- * Transfer to a new position
- * Rehire to a new location
- * Voluntary resignation
- * Involuntary layoff

NEW QUESTION 71

What is the name of the permission that will allow an onboarding participant to perform the rehire verification task?

- * Rehire Inactive Employee
- * Rehire Inactive Employee with New Employment (by ‘match’ in New Hire)
- * Rehire Inactive Employee (by ‘match’ in New Hire)
- * Rehire Inactive Employee with New Employment

NEW QUESTION 72

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 73

Which of the following termination-related activities are included in the Offboarding 2.0 process?

3 Correct ANS:

- * Issue a final pay check to the offboarder
- * Track the company assets possessed by the offboarder
- * Create and track knowledge transfer tasks for the offboarder
- * Conduct meetings with the Offboarder
- * Create notifications for the hiring Manager

NEW QUESTION 74

In the internal hire process, the EmpJob API is used to update the employee profile for what purpose?

- * To initiate Offboarding using the termination event
- * To convert the external user to a New Hire when passed to Manage Pending Hires
- * To create a transfer event and update the employee profile record
- * To send data from RCM to ONB2.0

NEW QUESTION 75

Why would you set permissions for each type of Offboarding 2.0 tasks?

- * To define who completes each Offboarding program
- * To define who completes each OffboardingTasks
- * To define who can complete both Offboarding and Onboarding tasks
- * To define who completes each Offboarding activity

NEW QUESTION 76

What services user role must you create if implementing Offboarding2.0 without Onboarding 2.0?

- * OffboardingInternalUser
- * OnboardingExternalUser
- * OnboardingBpeAdmin
- * OffboardingService User

NEW QUESTION 77

How can you make new hire documents visible to onboarding participants?

- * Provide permission for manage Document
- * Create a custom tile on the homepage and insert a Document link on the content
- * Provide permission to the SF Document Management System
- * Define business rules for the document templates

NEW QUESTION 78

As an Offboarder, what can you verify and update?

2 Correct ANS:

- * Hire Date
- * Personal Paperwork Data
- * Last Working Day
- * Personal Information

NEW QUESTION 79

You are configuring the data model under Manage Business Configuration. You have created the Onboarder person type for some portals, but some HRIS elements do NOT have a person type Which HRIS elements do NOT have a person Type?

3 Correct ANS:

- * PayComponentNonRecurring
- * PersonInfo
- * JobRelationInfo
- * compInfo
- * phoneInfo

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