Free Questions for C_THR97_2305

Shared by Mckinney on 12-12-2023

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Question 1

Question Type: MultipleChoice

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

Options:

A- Employee review

B- Manager review

C- Additional data collection

D- Compliance forms

E- Document flow

Answer:

A, B, E

Question 2

Question Type: MultipleChoice

What standard business rules drive the data collection processes in onboarding? Note: There are 3 correct answers to this question.

Options:

A- ONB2_InternalHire_Configuration

B- ONB2_PreDaylAccessCheck

C- ONB2_CustomDataCollectionCheck

D- ONB2_ECDataCollectionCheck

E- ONB2_HMReviewCheck

Answer:

C, D, E

Question 3

Question Type: MultipleChoice

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

Options:

A- Configure object definitions

B- ONB2Process

C- ONB2ProcessTrigger

D- Cancel onboarding permission

Answer:

B

Question 4

Question Type: MultipleChoice

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

Options:

A- The hiring manager will be considered as responsible owner

B- The BPE service user will be considered as responsible owner

C- Both hiring manager and the admin user will be considered as responsible owners

D- The admin user will be considered as responsible owner

Answer:

A

Question 5

Question Type: MultipleChoice

What does the ONB2OffboardingActivitiesConfig permission grant to the user?

Options:

A- Ability to configure offboarding email templates

B- Ability to configure offboarding programs

C- Ability to configure the offboarding process

D- Ability to manage offboarding content

Answer:

B

Question 6

Question Type: MultipleChoice

How can you create a new hire onboarding record? Note: There are 3 correct answers to this question

Options:

A- By importing a csv file through integration center

B- By integrating with sap successfactors recruiting management

C- By importing a csv file in admin center

D- By using add new hire to onboarding in admin center

E- By integrating with an external applicant tracking system

Answer:

B, D, E

Question 7

Question Type: MultipleChoice

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

Options:

A- To define who completes each offboarding task

B- To define who can complete both offboarding and onboarding tasks

C- To define who completes each offboarding program
D- To define who completes each offboarding activity

Answer:

C

Question 8

Question Type: MultipleChoice

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

Options:

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

Answer:

B, C, E

Question 9

Question Type: MultipleChoice

How is mobile functionality supported with onboarding?

Options:

A- Through mobile browser only

B- Through mobile browsers and the SAP successfactors app

C- Through the SAP successfactors app only

D- Through admin center mobile access only

Answer:

C

Question 10

Question Type: MultipleChoice

which role-based permission categories should you configure to define available fields in onboarding? Note: There are 2 correct answers to this question.

Options:

A- Manage workflows

B- Employee data

C- Employee central effective dated entities

D- Employee central api

Answer:

B, C

Question 11

Question Type: MultipleChoice

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

Options:

A- On load

B- Evaluate

C- Validate

D- Initialize

Answer:

B, C

Question 12

Question Type: MultipleChoice

What are the prerequisite to creating onboarding task? Note: There are 2 correct answers to this question

Options:

A- Configure the select onboarding task configuration business rule

B- Create an onboarding program to assign tasks

C- Configure additional tasks in the dashboard

D- Create role-based permission to access new hire task

Answer:

B, D

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