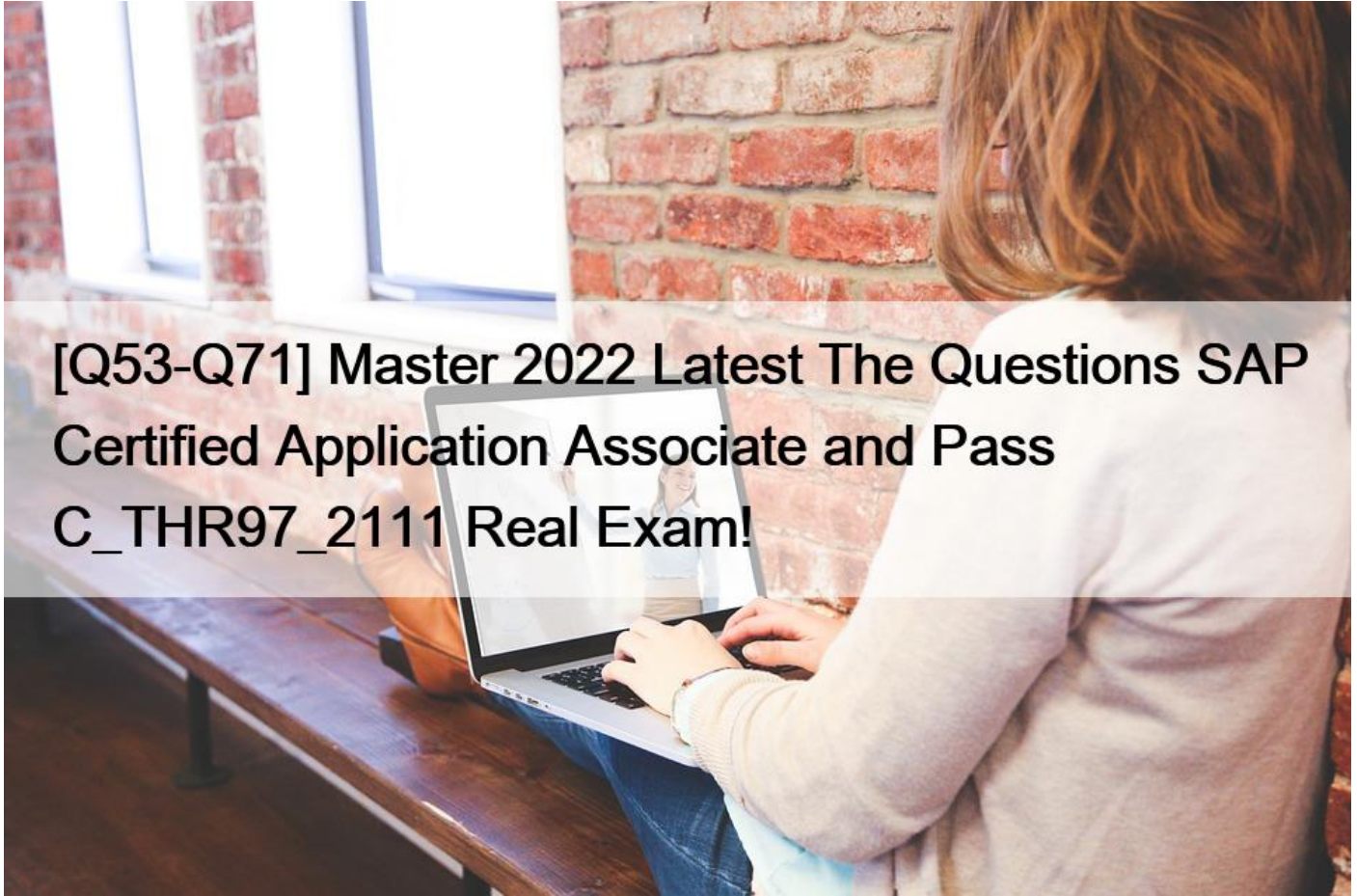


[Q53-Q71 Master 2022 Latest The Questions SAP Certified Application Associate and Pass C_THR97_2111 Real Exam!



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

There are 2 correct answers to this question.

- * Required
- * HRISportlet
- * HRIS element
- * Label

QUESTION 54

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

Please choose the correct answer.

Response:

- * The Hiring Manager will be considered as responsible owner.
- * The Admin User will be considered as responsible owner.
- * BPE Service User will be considered as responsible owner.
- * Both the Hiring Manager and the Admin User will be considered as responsible owners.

QUESTION 55

Which permission roles will be created automatically after ONB2.0 enabled in SAP SF?

- * OnboardingExternalUser
- * OnboardingBPEServiceUser
- * SAP ONB2 ErrorFlowAdmin
- * OnboardingBPEAdmin

QUESTION 56

How do you skip the Offboarding 2.0 process that was initiated for an employee?

Please choose the correct answer.

Response:

- * Click the Action menu and select Delete Offboarding.
- * Click the Action menu and select Cancel Offboarding.
- * Select the option Delete Manager Review Check.
- * Set the Manager Review Check business rule to false.

QUESTION 57

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

There are 3 correct answers to this question.

Response:

- * Issue a final paycheck to the offboarder.
- * Create and track knowledge transfer tasks for the offboarder.
- * Create notifications for the hiring manager.
- * Track the company assets possessed by the offboarder.
- * Conduct meetings with the offboarder.

QUESTION 58

What are some of the requirements to create multiple Offboarding programs?

There are 3 correct answers to this question.

Response:

- * Create a default Offboarding program that applies to most employees.
- * Create an Offboarding program that applies to the other employees.
- * Create an asset collection task.
- * Update the business rule used for Onboarding programs.

- * Define a business rule to trigger the correct program.

QUESTION 59

What happens when both Onboarding 1.0 and 2.0 are configured in the same SAP SuccessFactors instance?

Please choose the correct answer.

Response:

- * Onboarding 1.0 and 2.0 will be triggered at the same time.
- * Onboarding 1.0 will be triggered as a preferred module.
- * Both Onboarding 1.0 and 2.0 will fail.
- * Onboarding 2.0 will be triggered as a preferred module.

QUESTION 60

How should the business rule be configured to trigger the initiation of Offboarding 2.0?

There are 2 correct answers to this question.

Response:

- * Based on multiple termination reasons
- * Set as Always True
- * Set as Always False
- * Based on a personal information field

QUESTION 61

Which of data collection configuration steps are in the data model?

There are 2 correct answers to this question.

Response:

- * Personal Paperwork
- * Manage Pending hires
- * Additional Paperwork
- * New Hire data review

QUESTION 62

What features does Offboarding 2.0 share with Onboarding 2.0?

There are 2 correct answers to this question.

Response:

- * Custom objects
- * Email templates
- * Documents
- * Programs

QUESTION 63

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

QUESTION 64

What permission you need to enable to configure the Onboarding Process?

Please choose the correct answer.

Response:

- * Go to Admin Center -> Manage Business Rules -> Activate Rule ONB2_CustomDataCollectionCheck
- * Go to Admin Center -> Configure Object Definitions
- * Go to Admin Center -> Manage Permission Roles -> Metadata Framework
- * Go to Provisioning -> Employee Central Extensions using MDF -> Select a number of objects to be enabled

QUESTION 65

How can you create a process Variant?

2 Correct ANS:

- * Define a new process variant
- * Activate and deploy the process
- * Copy an existing process
- * Confirm the process is active

QUESTION 66

Which Object permission enables participants to close ONB and Offboarding process flows

- * Cancel Onboarding Permission
- * ONB2ProcessTrigger
- * ONB2DataCollectionConfig
- * ONB2Process

QUESTION 67

Which permission roles are created automatically after Onboarding 2.0 is enabled in SAP SuccessFactors?

There are 2 correct answers to this question.

Response:

- * OnboardingBPEAdmin
- * OnboardingExternalUser

- * OnboardingBPEServiceUser
- * SAP ONB2 ErrorFlowAdmins

QUESTION 68

What must you do when there are discrepancies in the New Hire data?

Please choose the correct answer.

Response:

- * Review New Hire data
- * Document Flow
- * Personal Data Collection
- * Data Validity

QUESTION 69

Which v3 Homepage permissions must be provided to onboarding and offboarding participants to access Onboarding and Offboarding 2.0 tiles?

There are 2 correct answers to this question.

Response:

- * Homepage v3 To-Do tile group
- * Homepage v3 News tile group
- * Homepage v3 My Team tile group
- * Homepage v3 Onboarding 2.0 tile group

QUESTION 70

How can you make the custom object visible to external users in ONB2.0

- * Sync Metadata Object
- * Create a business rule to the object visible
- * Apply RBP
- * Convert external users to Internal Users

QUESTION 71

How can you assign the Review New Hire Data step to a hiring Manager?

2 Correct ANS:

- * Set up RBP
- * Add an HRIS element in the user data file.
- * Set rule SAP_ONB2_HMReviewCheck to true
- * Create a custom HRIS element as an MDF object

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