C_THR97_2305 Actual Questions Answers PDF 100% Cover Real Exam Questions [Q35-Q50
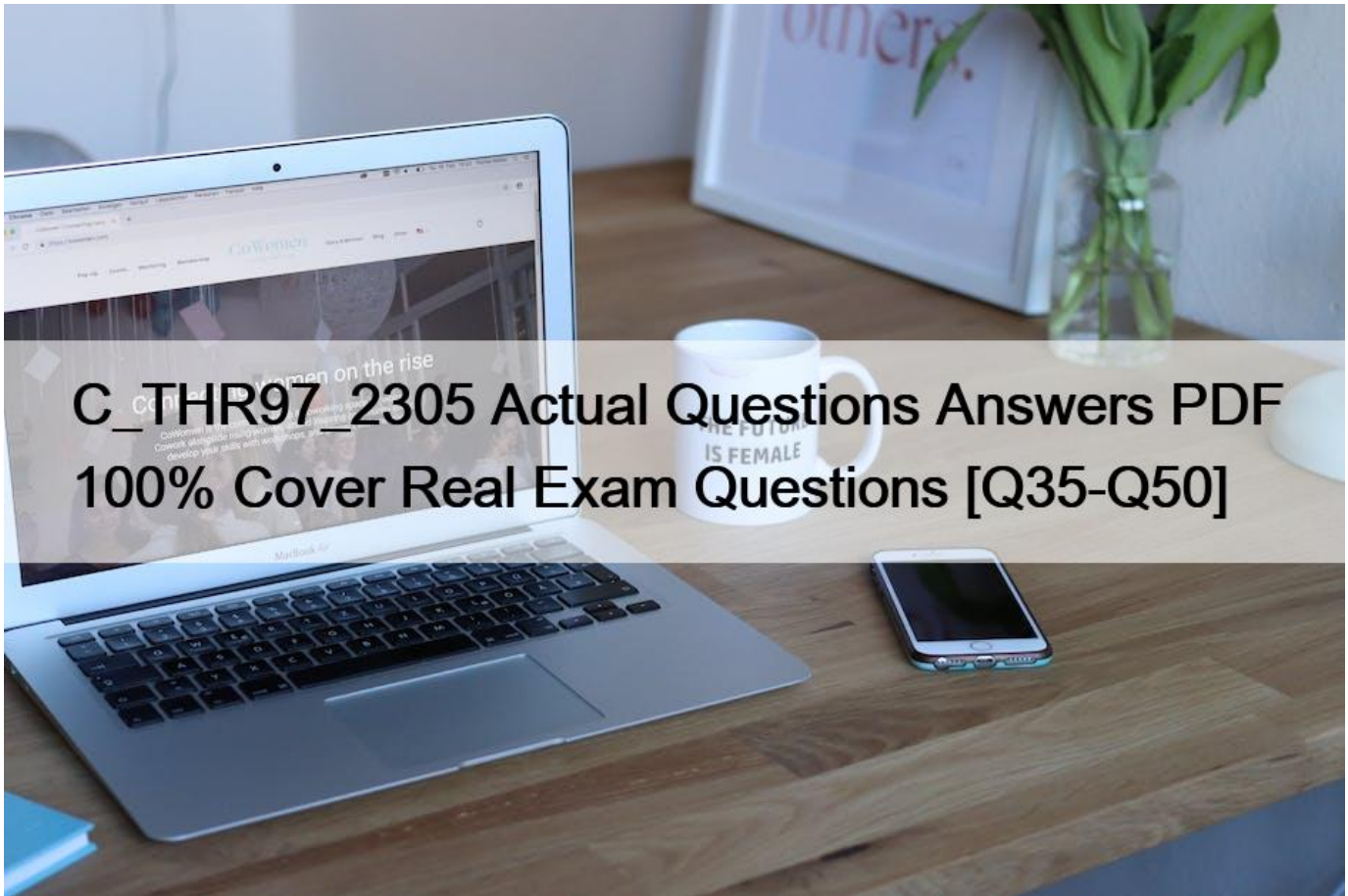

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C_THR97_2305 Exam questions and answers

NO.35 What is the prerequisite for a costumer to enable Docusign as their signature tool?
* The docusign application is enabled on the costumers mobile devices
* The costumers existing docusign account can be used for onboarding only
* An embedded signature is enabled
* The costumer needs a docusign account

NO.36 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

NO.37 Which business rule allows the offboardee to edit their personal information?
* ONB2_OFB_ManagerReviewCheck

* ONB2KnowledeTransferPlanActivity
* ONB2_OFB_EmployeeReviewCheck
* ONB2SelectOffboardingActivitiesConfigRule

NO.38 What standard business rules drive the data collection processes in onboarding? Note: There are 3 correct answers to this question.
* ONB2_InternalHire_Configuration
* ONB2_PreDaylAccessCheck
* ONB2_CustomDataCollectionCheck
* ONB2_ECDataCollectionCheck
* ONB2_HMReviewCheck

NO.39 What causes the preconfigured e-mail template list to be blank?
* The create new template dropdown was not selected
* The list is accessed for the first time
* The templates are not visible due to permissions
* The reuse template dropdown was not selected

NO.40 What MDF object do you configure to handle the restart onboarding process?
* ONB2ProcessTrigger
* ONB2ProcessTask
* ONB2ProcessVariant
* ONB2Process

NO.41 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

NO.42 Which type of documents can be included as attachments with an email? Note: There are 2 correct answers to this question
* Documents with only docusign signature component
* Only documents without signature components
* Only documents with signature components
* Documents with only e-signature components

NO.43 Which RBP permission allows a user to rehire an onboardee?
* Rehire inactive employee
* Rehire inactive employee (by ‘match’ in new hire)
* Rehire inactive employee with new employment (by ‘match’ in new hire)
* Rehire inactive employee with new employment

NO.44 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

NO.45 How are the Qualtrics lifecycle surveys integrated with sap successfactors onboarding and offboarding processes? Note: There are 2 correct answers to this question.
* Qualtrics collects the new hire experiences and reports the results
* Qualtrics collects the exit survey information and reports the results
* Offboarding collects the exit survey information and Qualtrics reports the results
* Onboarding collects the new hire experiences and Qualtrics reports the result

NO.46 Which processes and functionalities are available in sap successfactors onboarding with integration to an external HRIS? Note: There are 2 correct answers to this question
* Offboarding for terminating employees
* Process restart for new hires
* Onboarding for new hires
* Crossborading from transferring employees

NO.47 What are some benefits of the SAP successfactors onboarding solution? Note: There are 2 correct answers to this question.
* It provides more control and visibility to configure and administer processes.
* It is fully integrated with sap successfactors employee central
* It allows a separate database for onboarding
* It allows multiple standard process flows for onboarding scenarios

NO.48 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

NO.49 The UI for custom data collection objects can be configured in which of the following ways? Note: there are 3 correct answers to this question
* Go to Admin Center – Manage Configuration UI
* Create a configuration UI object with a specified ID
* Use a business rule for the objects visibility
* Enable the admin configuration tool in Provisioning
* Activate enable intelligent sevices

NO.50 Why is it recommended to consolidate customer forms? Note: There are 2 correct answers to this question
* Provides a global experience
* Eliminates the need for multiple languages
* Eliminate a need for e-signature
* Eliminates extra forms for hires

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