

[Q34-Q58 Pass SAP SAP Certified Application Associate - SAP SuccessFactors Onboarding 3.0 3H/2021 Exam in First Attempt Guaranteed Updated Dump from ExamcollectionPass!

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QUESTION 34

How can you create a process variant?

There are 2 correct answers to this question.

Response:

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

QUESTION 35

When you use an external applicant tracking system to initiate the internal hire process, what two attributes are required to identify the employee?

Please choose the correct answer.

- * ID and Date of Hire
- * Name and Date of Birth
- * Employee ID and Date of Hire
- * Employee ID and Name

QUESTION 36

To trigger a restart onboarding process, you must create a business rule to apply to which object?

- * ONB2Processvariant
- * ONB2ProcessTrigger
- * ONB2Process
- * ONB2ProcessTask

QUESTION 37

What is the name of the role-based permission group that allows users to update Onboarding 2.0 process flows?

Please choose the correct answer.

Response:

- * OnboardingBpeAdmin
- * OnboardingBPEServiceUser
- * SAP_ONB2_ErrorFlowAdmins
- * OnboardingExternalUser

QUESTION 38

Which business rules are automatically created when Offboarding 2.0 is enabled?

2 Correct ANS:

- * SAP_ONB2_HMReviewCheck
- * ONB2_OFB_ManagerReviewCheck
- * SAP_ONB2_PreDay1AccessCheck
- * ONB2_OFB_EmployeeReviewCheck

QUESTION 39

Which role-based permission allows access to knowledge transfer plans?

Please choose the correct answer.

Response:

- * ONB2Knowledge TransferPlanActivity
- * ONB2ScheduledMessageActivity
- * ONB2Knowledge TransferTaskActivity
- * ONB2ProcessTrigger

QUESTION 40

What are the business rules available in Email Services?

2 correct Ans:

- * Select Email Message Locale
- * Email Services Category
- * Manage Email Template
- * Filter Email Template

QUESTION 41

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 42

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
- * personalInfo.first-name

QUESTION 43

How can you trigger different programs for different processes, such as the Onboarding and Internal Hire Processes?

- * Define one program for both the Onboarding and Internal Hire Processes
- * Select the Onboarding task configuration scenario business rules
- * Define different tasks by process
- * Set up a workflow

QUESTION 44

How do you archive Offboarding 2.0 tasks?

There are 2 correct answers to this question.

Response:

- * Create a business rule that identifies the Offboarding 2.0 tasks to archive
- * Create a scheduled batch job from provisioning that archives that Offboarding tasks.
- * Create a scheduled batch job from the front end system to archive the Offboarding 2.0 tasks.
- * Enable archive and print in provisioning

QUESTION 45

What occurs when you restart a new hire's Onboarding process?

3 Correct ANS:

- * An email notification is sent to the assigned onboarding participants
- * An event is written in the change log for reporting purpose.
- * The current onboarding process is cancelled
- * The previous onboarding process is cancelled
- * The current internal hire process is cancelled.

QUESTION 46

Which of the below has to be/can be set for the Onboarding 2.0 programs?

There are 2 correct answers to this question.

Response:

- * The New hire's equipment must be assigned by the manager
- * Responsible groups must be created for the users who will be involved in the process.
- * ONB2OffboardingActivitiesConfig object permission must be enabled for the administrator.
- * A farewell message must be created by the administrator.

QUESTION 47

Identify examples of preconfigured email templates for Onboarding 2.0.

There are 3 correct answers to this question.

Response:

- * Recommended Links Updated
- * Onboarding Restarted
- * Furnish Equipment
- * Activity Reminder Notification
- * Start Onboarding Process

QUESTION 48

What are some of the steps that can be added to a process using the Process Variant Manager?

There are 3 correct answers to this question.

Response:

- * New Hire Verification
- * New Employee
- * Create New Hire Tasks
- * Additional Onboarding Data Collection
- * Document Flow

QUESTION 49

What are the business rules available in Email Services?

There are 2 correct answers to this question.

Response:

- * Email Services Category
- * Manage Email Template
- * Filter Email Template
- * Select Email Message Locale

QUESTION 50

What can you do with Onboarding tasks?

There are 2 correct answers to this question.

Response:

- * Create an Onboarding Program to assign tasks
- * Configure additional tasks in the dashboard
- * Create role-based permissions (RBP) to access New Hire Tasks
- * Configure Equipment categories and values

QUESTION 51

What employee central data entity fields are you required to map in Recruit-to Hire?

2 Correct NAS:

- * PersonalInfo.first-name
- * jobInfo.company
- * jobInfo.employment-type
- * homeAddress.country

QUESTION 52

What Employee Central data entity fields are you required to map in Recruit-to-Hire?

There are 2 correct answers to this question.

Response:

- * jobInfo.company
- * personalInfo.first-name
- * jobInfo.employment-type
- * homeAddress.country

QUESTION 53

What are some permissions that you should grant to the Offboarding 2.0 Admin role?

There are 2 correct answers to this question.

Response:

- * ONB2ProcessTrigger
- * ONB2Knowledge TransferPlanActivity
- * ONB2offboardingActivitiesConfig
- * ONB2ResponsibilityConfig

QUESTION 54

How many Hired or Hirable statuses are allowed in Recruiting for integration with Onboarding 2.0?

Please choose the correct answer.

Response:

- * There must be only one Hirable and Hired status.
- * There should be a status for each Offer Letter available.
- * There can be up to 3 Hired or Hirable statuses for each Application Template.
- * There should be a status for each Job Requisition Template.

QUESTION 55

What features are required when integrating Onboarding 2.0 with Recruiting Management?

There are 2 correct answers to this question.

- * Enable Intelligent Services
- * BizX Onboarding Integration
- * Enable Onboarding Application
- * VI Onboarding Integration

QUESTION 56

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

QUESTION 57

What are some of the email features available in ONB2.0?

3 Correct Ans:

- * Trigger an Onboarding task
- * Unsubscribe from email template
- * Delete a preconfigured email template
- * Configure reminder notifications to control the frequency of reminder messages
- * Create new email templates with business and locale-specific rules and content.

QUESTION 58

Which new hire data is used for the first rehire check in the Onboarding 2.0 process?

Please choose the correct answer.

Response:

- * Data captured during the Personal Data Collection/Paperwork step
- * Data from the onboarding tasks
- * Data from the Applicant Tracking System
- * Data captured during the Review New Hire Data step

SAP C_THR97_2111 Exam Syllabus Topics:

Topic Details
Topic 1- Identify and assign the permissions for the onboarding participants- Essential Features and Provisioning Settings to Enable Onboarding
Topic 2- Create, design, and manage e-mail notifications in Onboarding and Offboarding-

Describe and identify compliance settings
Topic 3- Design forms (document templates) for required data collection and signatures for Onboarding- Email Notifications Using Email Services
Topic 4- Outline and design the data review and collection process in Onboarding- Rehire Process with Onboarding
Topic 5- Describe and identify the onboarding tasks, business rules- Describe and identify the offboarding tasks, business rules
Topic 6- Identify essential features and provisioning configurations required for Onboarding- Role-Based Permissions for Offboarding

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