

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

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

**Pass C\_THR97\_2111 Exam with 97 Questions - Verified By ExamcollectionPass**

### 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
- \* personallInfo.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 Hireable statuses are allowed in Recruiting for integration with Onboarding 2.0?

Please choose the correct answer.

Response:

- \* There must be only one Hireable and Hired status.
- \* There should be a status for each Offer Letter available.
- \* There can be up to 3 Hired or Hireable 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 &#8216;match&#8217; in New Hire)
- \* Rehire Inactive Employee (by &#8216;match&#8217; 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

**Penetration testers simulate C\_THR97\_2111 exam:**

[https://www.examcollectionpass.com/SAP/C\\_THR97\\_2111-practice-exam-dumps.html](https://www.examcollectionpass.com/SAP/C_THR97_2111-practice-exam-dumps.html)