

## May-2023 SAP C\_THR97\_2211 Actual Questions and Braindumps [Q34-Q55]



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The SAP C\_THR97\_2211 certification exam is a valuable credential that demonstrates the candidate's expertise in the SAP SuccessFactors Onboarding solution. It is designed for professionals who manage the onboarding process or are involved in the implementation of SAP SuccessFactors Onboarding. This certification exam covers various topics related to the onboarding solution and is recognized globally.

### NEW QUESTION 34

Which of the following are predefined business rules for onboarding? Note: there are 3 correct answers to this question

- \* ONB2\_Internal\_Hire\_Programs
- \* ONB2\_Initiate\_Offboarding

- \* ONB2\_ProcessClosurePeriodConfig
- \* ONB2\_InternalHire\_Configuration
- \* ONB2\_PreDaylAccessCheck

### NEW QUESTION 35

When is the new hire welcome email triggered during the onboarding process Note: there are 2 correct answers to this question

- \* When the review new hire data step is completed
- \* When the hiring manager completes onboarding tasks
- \* When the onboarding process is initiated
- \* Before the new hire signs any documents

### NEW QUESTION 36

How do you grant your administrator the ability to update onboarding process flows tool?

- \* Add the administrator to OnboardingBpeAdmin
- \* Add the administrator to OnboardingBPEServiceUser
- \* Add the administrator to SAP\_ONB2\_ErrorFlowsAdmins
- \* Add the process management permission to the onboarding administrator role

### NEW QUESTION 37

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.
- \* Enable the Admin Configuration tool in Provisioning.
- \* Activate Enable Intelligent Services.
- \* Create a configuration UI object with a specified ID.
- \* Use a business rule for the object's visibility.

### NEW QUESTION 38

What scheduled job type do you create so new hires become internal users?

- \* New Hire Export
- \* ConvertExternalUserOnStartDateJob
- \* OnStartDateStatusChange
- \* External to Internal Candidate Profile Conversion

### NEW QUESTION 39

What is the only condition that executes the second rehire check?

- \* The Personal Data Collection step is completed.
- \* A potential match is detected during the Review New Hire Data step.
- \* A potential match is NOT identified in the first rehire check.
- \* A potential match is detected when Onboarding is initiated.

### NEW QUESTION 40

Which of the following are predefined business rules for Onboarding? Note: There are 3 correct Answers to this question.

- \* ONB2\_InternalHire\_Configuration

- \* ONB2\_Initiate\_Offboarding
- \* ONB2\_PreDay1AccessCheck
- \* ONB2\_Internal\_Hire\_Programs
- \* ONB2\_ProcessClosurePeriodConfig

#### **NEW QUESTION 41**

What are some examples of preconfigured offboarding email templates? Note: There are 3 correct answers to this question.

- \* Resignation approval sent to the employee
- \* Offboarding process restarted
- \* Offboarding exit interview scheduling
- \* Offboarding process cancellation
- \* Announce termination message template

#### **NEW QUESTION 42**

What rehire conditions should be enabled with the Hire/Rehire Configuration generic object? Note:

There are 3 correct Answers to this question.

- \* Date of Birth
- \* First Name and Last Name
- \* First Name, Last Name, and Date of Birth
- \* National ID
- \* First Name, Middle Name, and Last Name

#### **NEW QUESTION 43**

What are some of the business rule scenarios available for email services? Note: There are 3 correct answers to this question

- \* Email service category
- \* Manage email template
- \* Filter email template
- \* Add static documents as email attachments
- \* Select email message locale

#### **NEW QUESTION 44**

What happens when both legacy Onboarding 1.0 and new Onboarding are integrated with SAP SuccessFactors Recruiting or an external applicant tracking system? Note: There are 2 correct Answers to this question.

- \* Legacy Onboarding 1.0 will be triggered as a preferred module.
- \* New Onboarding will be triggered by default.
- \* The Onboarding version is triggered based on the integration setup.
- \* Both legacy Onboarding 1.0 and new Onboarding will fail.

#### **NEW QUESTION 45**

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- \* Mass import with a CSV file.
- \* Manually start the process within Offboarding.
- \* Integrate from an external HRIS.
- \* Integrate with SAP SuccessFactors Employee Central.

#### NEW QUESTION 46

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool? Note: There are 3 correct Answers to this question.

- \* PayScaleType
- \* JobClassificationCountry
- \* personalInfo\_dependent
- \* CountrySpecificValidationConfiguration
- \* CustomPayType

#### NEW QUESTION 47

How do you make external users visible in the metadata framework?

- \* Set the mdfSystemExternalUserVisibility field to editable in manage business configuration
- \* Add a business rule to ONB2DataCollectionUserConfig
- \* Set the mdfSystemExternalUserVisibility field to Editable in Configure Object Definition
- \* Enable rule SAP\_ONB2DataCollectionCheck

#### NEW QUESTION 48

How can you associate a custom object to an onboarding process?

- \* Go to admin center &#8211; configure business rules &#8211; activate rule ONB2\_CustomDataCollectionCheck
- \* Go to admin center- manage permission role &#8211; metadata framework
- \* Go to admin center- manage business configuration
- \* Go to admin center &#8211; configure object definitions

#### NEW QUESTION 49

How do you trigger the offboarding process for any termination event reason?

- \* Create a business rule for the offboarding program
- \* Create a business rule based on a field in the employee global information
- \* Create a business rule that lists each termination event reason
- \* Create a business rule that is set to always true

#### NEW QUESTION 50

Which role-based permission categories should you configure to define available fields in Onboarding?

Note: There are 2 correct Answers to this question.

- \* Employee Central Effective Dated Entities
- \* Manage Workflows
- \* Employee Central API
- \* Employee Data

#### NEW QUESTION 51

Which role-based permission would an offboarder require to complete the knowledge transfer?

- \* ONB2KnowledgeTransferTaskActivity
- \* ONB2ScheduledMessageActivity

- \* ONB2KnowledgeTransferPlanActivity
- \* ONB2ProcessTrigger

### NEW QUESTION 52

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

- \* ONB2\_InternalHire\_Configuration
- \* ONB2\_PreDay1AccessCheck
- \* ONB2\_CustomDataCollectionCheck
- \* ONB2\_ECDataCollectionCheck
- \* ONB2\_HMReviewCheck

### NEW QUESTION 53

What rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct Answers to this question.

- \* SAP\_ONB2\_PreDay1AccessCheck
- \* SAP\_ONB2\_HMReviewCheck
- \* SAP\_ONB2\_DataCollectionConfigSelect
- \* SAP\_ONB2\_ECDataCollectionCheck

### NEW QUESTION 54

Which role-based permission would an Offboarder require to complete the knowledge transfer?

- \* ONB2ProcessTrigger
- \* ONB2ScheduledMessageActivity
- \* ONB2KnowledgeTransferTaskActivity
- \* ONB2KnowledgeTransferPlanActivity

### NEW QUESTION 55

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 &#8211; 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 services

The SAP C\_THR97\_2211 exam consists of 80 multiple-choice questions that need to be answered within 180 minutes. The exam covers various topics related to SAP SuccessFactors Onboarding, such as configuring onboarding, managing data, building forms and tasks, and performing compliance activities. The exam also evaluates a candidate's ability to troubleshoot and support SAP SuccessFactors Onboarding solutions.

The SAP C-THR97-2211 (SAP Certified Application Associate - SAP SuccessFactors Onboarding 2H/2022) Certification Exam is designed to measure the knowledge and skills of individuals who are involved in the implementation and configuration of the SAP SuccessFactors Onboarding application. This certification exam is intended for SAP SuccessFactors consultants, project managers, and HR professionals who are responsible for the deployment and management of the SAP SuccessFactors Onboarding solution.

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