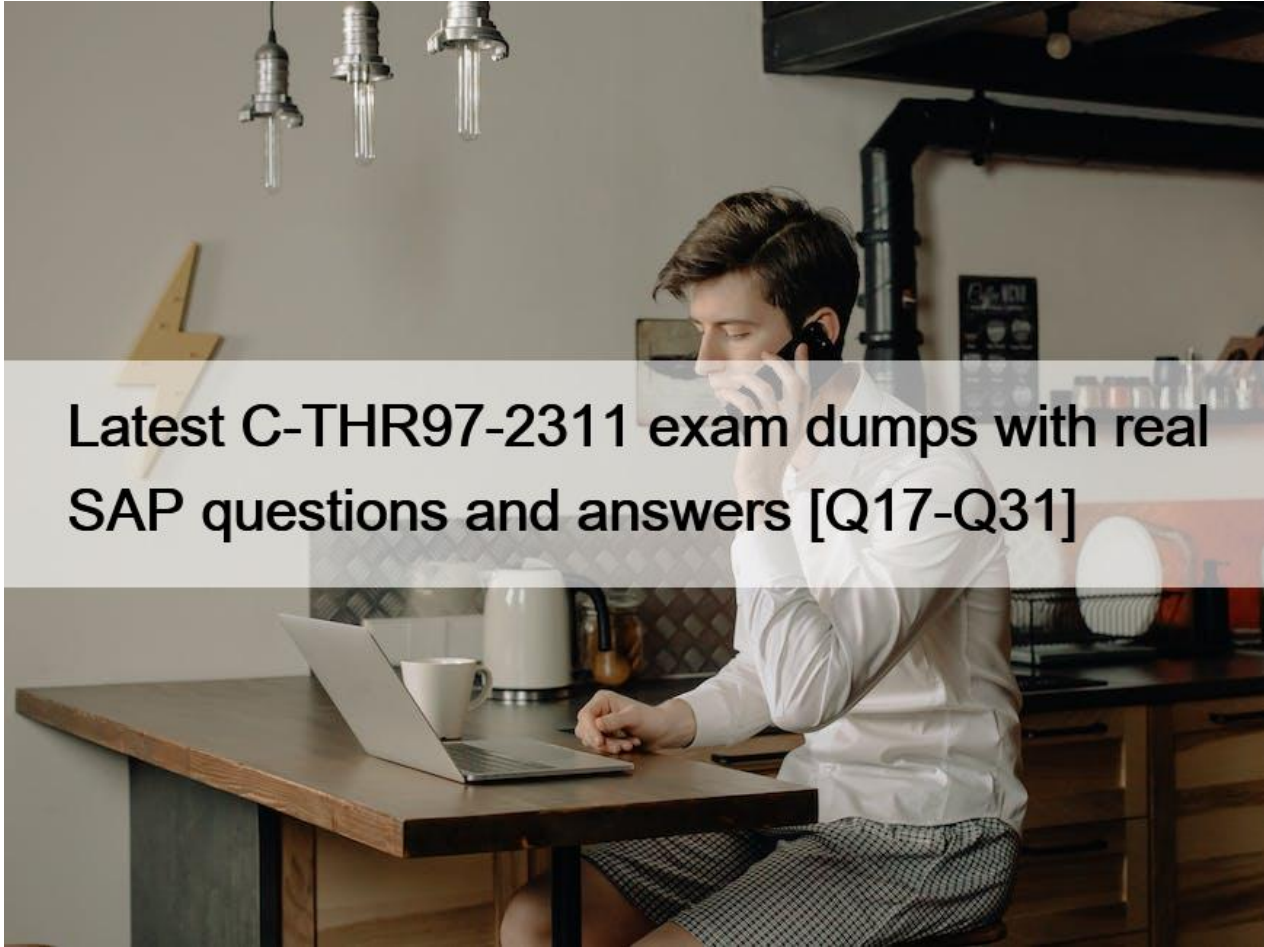


Latest C-THR97-2311 exam dumps with real SAP questions and answers [Q17-Q31]



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QUESTION 17

When can you skip the offboarding manager review step?

- * When the manage my team tile is disabled
- * When the offboarding email notification is disabled
- * When the manager review rule is true
- * When the manager review rule is false

QUESTION 18

How can you trigger offboarding within the sap successfactors hxm suite?

- * Integrate from an external HRIS
- * Manually start the process within onboarding

- * Integrate with sap successfactors employee central
- * Mass import with a csv file

QUESTION 19

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

QUESTION 20

What are the standard offboarding process steps? Note: there are 3 correct answers to this question

- * Employee review
- * Manager review
- * Additional data collection
- * Compliance forms
- * Document flow

QUESTION 21

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

QUESTION 22

Which onboarding process is supported for external HRIS integrations?

- * Onboarding process
- * Offboarding process
- * Internal Hire process
- * Crossboarding process

QUESTION 23

What are some of the email services features available in onboarding? Note: There are 3 correct answers to this question

- * Attach documents to email notification
- * Create new email templates with business and locale specific rules and content
- * Trigger an onboarding task
- * Configure reminder notifications to control the frequency of the reminder messages
- * Delete a preconfigured email template

QUESTION 24

What MDF object do you configure to handle the restart onboarding process?

- * ONB2ProcessTrigger
- * ONB2ProcessTask
- * ONB2ProcessVariant
- * ONB2Process

QUESTION 25

Which object permission are used for embedded signatures? Note: there are 2 correct answers to this question

- * Consent
- * Signature
- * Document signature
- * Document template

QUESTION 26

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

QUESTION 27

Which RBP permission will show you the onboarding/offboarding tools in admin center?

- * Show onboarding tasks status on the dashboard
- * Administrate onboarding or offboarding content
- * Manage onboarding or offboarding
- * Onboarding admin configuration item

QUESTION 28

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

QUESTION 29

How can you create a custom data collection? Note: there are 2 correct answers to this question

- * Modify ONB2Data CollectionUserConfig
- * Create new fields in the Employee Central data model
- * Set the visibility of the MDF object to True
- * Create custom MDF object

QUESTION 30

Which new hire data is used for the first rehire check in the onboarding process? Note: There are 2 correct answers to this question

- * Data captured during the personal data collection/paperwork step
- * Data captured during the review new hire data step

- * Data from the applicant tracking system
- * Data coming from the add new hire to onboarding tool

QUESTION 31

What are some of the options to manage sent DocuSign envelopes? Note: There are 3 correct answers to this question

- * Click to refresh the status for selected envelope ID
- * Click to resend emails for selected envelopes
- * Click to refresh the status for selected envelopes
- * Click to refresh the ascending order for the selected envelopes
- * Click to cancel selected envelopes

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