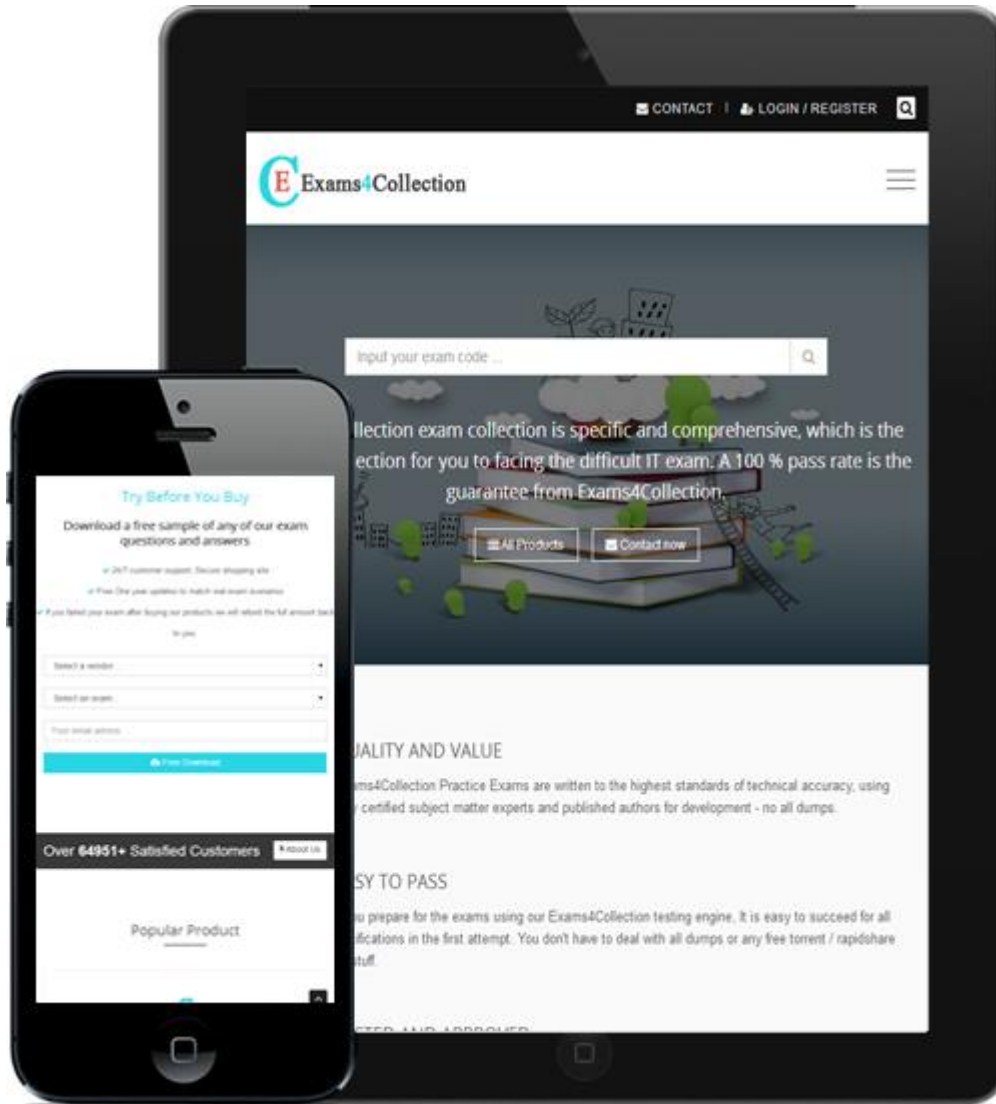


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Exam : **C-THR97-2105**

Title : SAP Certified Application Associate - SAP SuccessFactors Onboarding 1H/2021

Vendor : SAP

Version : DEMO

NO.1 Which RBP apply to only Offboarding2.0?

2 Correct ANS:

- A. ONB2KnowledgeTransferPlanActivity
- B. Document Flow
- C. ONB2ProcessTrigger
- D. Permission to Cancel Offboarding

Answer: C,D

NO.2 How can you assign the Review New Hire Data step to a hiring Manager?

2 Correct ANS:

- A. Set up RBP
- B. Add an HRIS element in the user data file.
- C. Set rule SAP_ONB2_HMReviewCheck to true
- D. Create a custom HRIS element as an MDF object

Answer: A,C

NO.3 You have configured custom data collection and uploaded the forms in maintain Onboarding 2.0 and Offboarding 2.0 document template for yourcustomer How can you map the document fields to the custom data collection fields?

3 correct ANS:

- A. Select Direct in the Mapping Type Column
- B. Create a business rule
- C. Use ONB2Process as the base object
- D. Select rule in the Mapping Type column
- E. Select toDateCollectionUserConfig in the Target Fields column

Answer: A,B,C

NO.4 What are the integration options you have when integrating Onboarding 2.0 with Recruiting Management System? Note: There are THREE correct answers to this question.

- A. Modify the Onboarding feature permissions on job requisition template XML file
- B. Define the applicant status set for Onboarding 2.0 in Recruiting Management
- C. Map the desired fields using the Onboarding Integration Setup tool in the Admin Center
- D. Modify the Onboarding templates in Recruiting Management
- E. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.

Answer: A,C,E

NO.5 How can you create a process Variant?

2 Correct ANS:

- A. Copy an existing process
- B. Define a new process variant
- C. Confirm the process is active
- D. Activate and deploy the process

Answer: C,D

NO.6 What are some of the email features available in ONB2.0?

3 Correct Ans:

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

Answer: B,C,E

NO.7 In the internal hire process, the EmpJob API is used to update the employee profile for what purpose?

- A.** To convert the external user to a New Hire when passed to Manage Pending Hires
- B.** To send data from RCM to ONB2.0
- C.** To initiate Offboarding using the termination event
- D.** To create a transfer event and update the employee profile record

Answer: D