

SAP C_THR97_2411

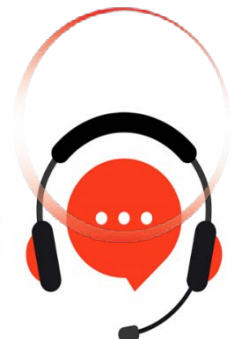
**SAP Certified Associate -Implementation Consultant - SAP
SuccessFactors Onboarding**

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Subjects

1. Onboarding Process Compliance Settings
2. Document Template Management e-Signatures
3. Integrations with Onboarding
4. Role-Based Permissions for Onboarding Offboarding
5. Offboarding Process
6. Rehire Process with Onboarding
7. Onboarding Data Model Custom Data Collection
8. Essential Features Provisioning Settings to Enable Onboarding
9. Managing Clean Core

Topic: 1

Onboarding Process Compliance Settings

Question: 1

How can you grant Onboarding access to the future manager of an internal hire? Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role with necessary onboarding permissions assign it to the Future Manager (Internal Hire) group.
- B. Create a Role-Based Permission group for the internal hire's future manager assign the necessary permissions.
- C. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors.
- D. Create a Role-Based Permission role for the internal hire's future manager add necessary onboarding permissions assign the role to a future manager Role-Based Permission group.

Answer: A, C

Question: 2

How can you create a custom task for an onboarding program? Note: There are 2 correct answers to this question.

- A. Create a custom MDF object.
- B. Link the custom MDF object to the custom task.
- C. Configure the visibility of the custom MDF object.
- D. Create a UI in Manage Configuration UI for the custom MDF object.

Answer: A, B

Question: 3

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire? Note: There are 3 correct answers to this question.

- A. Update New Hire Data
- B. Complete Data Collection Tasks
- C. Access Additional Onboarding Data Permission
- D. Access New Hire Data Permission
- E. Onboarding Configuration

Answer: A, B, D

Question: 4

What are some features supported by SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- A. Document generation e-signature Global reassignment of employees
- B. Management of contingent workers
- C. External HRIS integration with internal hire process
- D. Data collection of new hire personal information

Answer: A,B, D

Question: 5

Which type of Onboarding data is included in the Read Audit Reports feature? Note: There are 3 correct answers to this question.

- A. All documents
- B. Documents with sensitive data
- C. E-mail notifications
- D. Custom data from MDF custom objects
- E. Data from Recruiting Management Employee Central

Answer: C, D, E

Question: 6

How can you create a custom task for an offboarding program? Note: There are 2 correct answers to this question.

- A. Create a custom MDF object.
- B. Create a UI using the UI Template Editor.
- C. Define a business rule for the custom task.
- D. Create email notifications for the custom task.

Answer: A, B

Question: 7

What are some of the steps that can be added to a process using the Process Variant Manager? Note: There are 3 correct answers to this question.

- A. Create New Hire Tasks
- B. New Employee
- C. Additional Onboarding Data Collection
- D. New Hire Verification
- E. Compliance Forms

Answer: A, C, E

Question: 8

In the internal hire process why would you use the Emp Job API to update the employee profile?

- A. To send data from Recruiting Management to Onboarding
- B. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- C. To initiate the internal hire process using the transfer event
- D. To create a transfer event update the employee profile record

Answer: D

Question: 9

How do you configure the Rehire with Old Employment function in Onboarding? Note: There are 3 correct answers to this question.

- A. Identify the data used to match records using the Hire/Rehire Configuration object.

- B. Assign the Rehire Inactive Employee permission.
- C. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings.
- D. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group.
- E. Create a responsible group for rehire coordinators.

Answer: B, C, E

Question: 10

How do you initiate the Onboarding process? Note: There are 3 correct answers to this question.

- A. Import a CSV file of new hires in Admin Center.
- B. Add a new hire to Onboarding in Admin Center.
- C. Initiate Onboarding from an external applicant tracking system.
- D. Add a New Employee in Admin Center.
- E. Initiate Onboarding from SAP SuccessFactors Recruiting.

Answer: B, C, E

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