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Exam : **C_THR97_2305**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Onboarding 1H/2023

Vendor : SAP

Version : DEMO

NO.1 Which new hire data is used for the first rehire check in the onboarding process? Note: There are 2 correct answers to this question

- A. Data captured during the personal data collection/paperwork step
- B. Data captured during the review new hire data step
- C. Data from the applicant tracking system
- D. Data coming from the add new hire to onboarding tool

Answer: B,C

NO.2 What MDF object do you configure to handle the restart onboarding process?

- A. ONB2ProcessTask
- B. ONB2ProcessVariant
- C. ONB2ProcessTrigger
- D. ONB2Process

Answer: D

NO.3 What are some examples of preconfigured offboarding email templates? Note: There are 3 correct answers to this question.

- A. Resignation approval sent to the employee
- B. Offboarding exit interview scheduling
- C. Offboarding process restarted
- D. Announce termination message template
- E. Offboarding process cancellation

Answer: B,D,E

NO.4 What are some of the options to manage sent DocuSign envelopes? Note: There are 3 correct answers to this question

- A. Click to cancel selected envelopes
- B. Click to refresh the status for selected envelope ID
- C. Click to refresh the status for selected envelopes
- D. Click to refresh the ascending order for the selected envelopes
- E. Click to resend emails for selected envelopes

Answer: C,D,E

NO.5 In the onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire? Note:

There are 2 correct answers to this question

- A. Personal data collection
- B. Additional data collection
- C. Manage assets
- D. Document flow

Answer: A,B

NO.6 How is mobile functionality supported with onboarding?

- A. Through the SAP successfactors app only
- B. Through mobile browsers and the SAP successfactors app
- C. Through mobile browser only
- D. Through admin center mobile access only

Answer: A

NO.7 What are some important configuration options when integrating onboarding with recruiting management in sap successfactors hxm suite?

Note: There are 3 correct answers to this question.

- A. Modify the onboarding feature permission on job requisition template xml files
- B. Modify the onboarding templates in recruiting management
- C. Define the applicant status set for onboarding in recruiting management
- D. Assign the onboarding initiate permission to designated users in recruiting management
- E. Map the desired fields using the onboarding integration setup tool in admin center

Answer: A,C,D

NO.8 How can you create a custom data collection? Note: there are 2 correct answers to this question

- A. Set the visibility of the MDF object to True
- B. Create new fields in the Employee Central data model
- C. Modify ONB2Data CollectionUserConfig
- D. Create custom MDF object

Answer: C,D