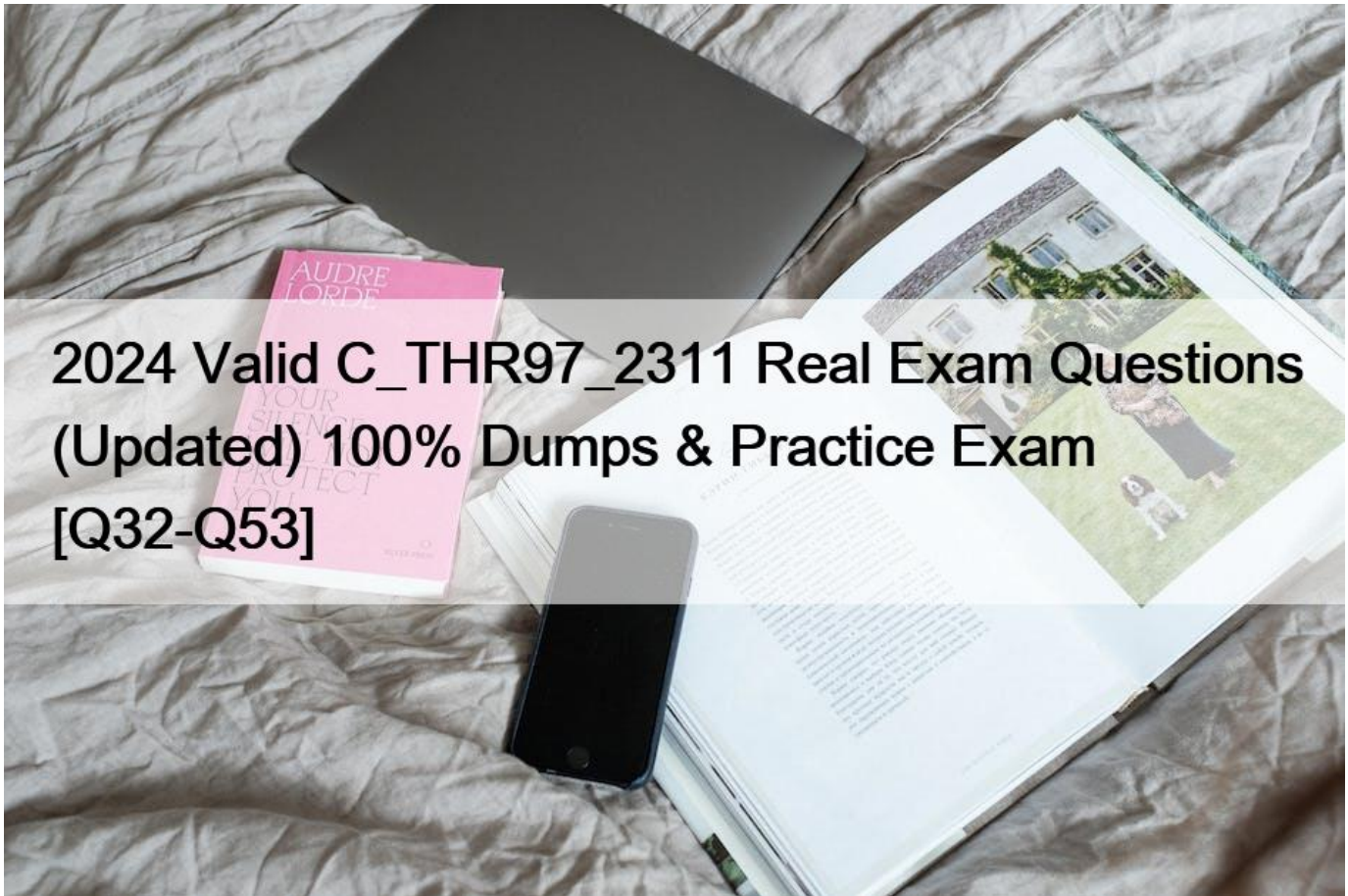


2024 Valid C_THR97_2311 Real Exam Questions (Updated) 100% Dumps & Practice Exam [Q32-Q53]



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Q32. Who should be provided role-based permissions to perform Offboarding? Note: There are 3 correct answers to this question.

- * External employees
- * Administrator
- * Contingen workers
- * Manager
- * All employees

Q33. 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

Q34. 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

Q35. Which HRIS elements are required in order to include specific fields mapped between recruiting management and employee central? Note: there are 3 correct answers to this question

- * Personinfo
- * Jobinfo
- * Employmentinfo
- * Personalinfo
- * Compinfo

Q36. What is an offboarding program?

- * Both predefined and custom task completed by the manager and exiting employee
- * Predefined task that are completed by the manager and exiting employee
- * A list of exit survey question completed by the exiting employee
- * Custom task that are completed by the manager and exiting employee

Q37. A new hire receives an email that contains reset password link to access the sap successfactors system. Which email templates is generated in onboarding process for this to happen?

- * (ONB) external user welcome message template
- * (ONB) new hire welcome message
- * (ONB) new welcome message added template
- * Welcome message notification with reset password support template

Q38. How would you configure an onboarding process that does not require the review new hire data step?

- * Create a process variant without a review new hire data step
- * Skip the step by selecting the option from the action menu in the onboarding dashboard
- * Cancel the review new hire data task from the onboarding dashboard
- * Define a business rule using the update onboarding or offboarding process object scenario

Q39. What are the role-based permissions the hiring manager or onboarding participants need to complete the data collection tasks on behalf of new hire?

Note: There are 2 correct answers to this question.

- * Complete data collection tasks
- * Update new hire data
- * Access new hire data permission
- * Access additional onboarding data permission

Q40. How are the Qualtrics lifecycle surveys integrated with sap successfactors onboarding and offboarding processes? Note: There are 2 correct answers to this question.

- * Qualtrics collects the new hire experiences and reports the results
- * Qualtrics collects the exit survey information and reports the results
- * Offboarding collects the exit survey information and Qualtrics reports the results
- * Onboarding collects the new hire experiences and Qualtrics reports the result

Q41. 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

Q42. What is the prerequisite for a costumer to enable Docusign as their signature tool?

- * The docusign application is enabled on the costumers mobile devices
- * The costumers existing docusign account can be used for onboarding only
- * An embedded signature is enabled
- * The costumer needs a docusign account

Q43. How can you configure the onboarding data model? Note: There are 2 correct answers to this question.

- * Synchronize the succession data model with the metadata framework
- * Create an onboardee person type on HRIS element
- * Change the properties of the fields for an onboardee person type
- * Create a corporate data model

Q44. When will new hires be added to the manage pending hires list?

- * When all documents are completed and signed
- * When the personal data collection is completed
- * When onboarding task are completed
- * When the review new hire data is completed

Q45. In which onboarding process step do you use the onboarding data model? Note: There are 2 correct answers to this question

- * Review new hire data
- * Additional onboarding data collection
- * Manage pending hires
- * Personal data collection

Q46. which role-based permission categories should you configure to define available fields in onboarding? Note:

There are 2 correct answers to this question.

- * Manage workflows
- * Employee data
- * Employee central effective dated entities
- * Employee central api

Q47. Which object permission are used for embedded signatures? Note: there are 2 correct answers to this question

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

Q48. What are some permissions you should assign to the offboardee? Note: there are 2 correct answers to this question

- * Email trigger
- * Meeting Task
- * Document flow
- * ONB2ScheduledMessageActivity

Q49. Which type of documents can be included as attachments with an email? Note: There are 2 correct answers to this question

- * Documents with only docusign signature component
- * Only documents without signature components
- * Only documents with signature components
- * Documents with only e-signature components

Q50. 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

Q51. What tool in admin center do you use to configure the hire/rehire parameters to decide which fields are matched to indicate potential rehires?

- * Manage business configuration
- * Manage configuration UI
- * Manage data
- * Rehire inactive employee

Q52. 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 Note: There are 3 correct answers to this question

- * PayScaleType
- * JobClassificationCountry
- * CountrySpecificValidationConfiguration
- * CustomPayType
- * personalInfo_dependent

Q53. 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

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