



# QUESTION & ANSWER

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**Exam** : **C\_THR97\_2405**

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

**Version** : DEMO

1.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

- A. Personinfo
- B. Jobinfo
- C. Employmentinfo
- D. Personalinfo
- E. Compinfo

**Answer:** B, C, D

2.Which of the following are predefined business rules for onboarding? Note: there are 3 correct answers to this question

- A. ONB2\_Internal\_Hire\_Programs
- B. ONB2\_Initiate\_Offboarding
- C. ONB2\_ProcessClosurePeriodConfig
- D. ONB2\_InternalHire\_Configuration
- E. ONB2\_PreDaylAccessCheck

**Answer:** A, C, E

3.Why is it recommended to consolidate customer forms? Note: There are 2 correct answers to this question

- A. Provides a global experience
- B. Eliminates the need for multiple languages
- C. Eliminate a need for e-signature
- D. Eliminates extra forms for hires

**Answer:** A, D

4.Which business rule allows the offboarder to edit their personal information?

- A. ONB2\_OFB\_ManagerReviewCheck
- B. ONB2KnowledeTransferPlanActivity
- C. ONB2\_OFB\_EmployeeReviewCheck
- D. ONB2SelectOffboardingActivitiesConfigRule

**Answer:** C

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

- A. Integrate from an external HRIS
- B. Manually start the process within onboarding
- C. Integrate with sap successfactors employee central
- D. Mass import with a csv file

**Answer:** C