



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. ONB2KnowledgeTransferPlanActivity
- 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