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>> Exam C-THR97-2505 Practice <<

Quiz Reliable C-THR97-2505 - Exam SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Practice

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q77-Q82):

NEW QUESTION # 77

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- B. Create a scheduled batch job from Provisioning that archives the Offboarding tasks
- C. Create a business rule that identifies the Offboarding tasks to archive
- D. Enable Archive & Print in Provisioning

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

NEW QUESTION # 78

Which Onboarding process is supported for external HRIS integrations?

Solution:
The **Onboarding process** (new hires) is the **only** process supported for external HRIS integrations in SAP SuccessFactors Onboarding. External HRIS integration does not support internal hires (crossboarding) or offboarding processes.
 **Correct Answer:**
B. Onboarding process
 Sources
Reference: <https://learning.sap.com/>

- A. Crossboarding process
- B. Internal Hire process
- **C. Onboarding process**
- D. Offboarding process

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

NEW QUESTION # 79

Which actions can alumni users perform after activating their accounts?Note: There are 3 correct answers to this question.

Solution:

Based on official guidance from **Learning.sap.com**, alumni users gain access to a variety of capabilities after activating their accounts. The following **three actions** are supported:

1. **C. Apply to be rehired for an open position**
Alumni users appear in hiring eligibility and can apply to open positions via the **Profile Match Verification** process, identifying them as alumni when they match roles
2. **B. View pay statements**
They can access and download payroll documents, including **pay statements**, as long as Employee Central Payroll is enabled
3. **E. Update contact information**
Alumni users retain the ability to view and **edit their personal and contact information** such as addresses, phone numbers, and emergency contacts

✓ Correct Answers: B, C, E



Reference: <https://learning.sap.com/>

- A. Contact current managers directly
- **B. Update contact information**
- **C. Complete offboarding tasks**
- **D. Apply to be rehired for an open position**
- E. View pay statements

Answer: B,C,D

NEW QUESTION # 80

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

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

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

NEW QUESTION # 81

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- **A. Document Generation - Manage Document Template Mapping**
- **B. Email Services**
- C. Maintain Onboarding and Offboarding Document Templates
- D. Configure Business Rules

- **E. Document Generation - Manage Document Template**

Answer: A,B,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Email Notifications with Custom Tokens" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services and Document Generation"

NEW QUESTION # 82

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