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What Client's Say

“ There are some less than 8 new questions, so this 70-695 dump is still mostly valid. Wrote the exams today and passed. ”

Timothy ★★★★★

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Exam : **C_THR97_2405**

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

Vendor : **SAP**

Version : **DEMO**

QUESTION NO: 1

How can you create an additional data collection step?

Note: There are 3 correct answers to this question.

- A. Create new fields in the Employee Central data model.
- B. Create a UI for the custom MDF object.
- C. Modify ONB2DataCollectionConfig object.
- D. Create a custom MDF object.
- E. Define the visibility of the custom MDF object.

Answer: B,C,D

Explanation:

Additional data collection steps can be created by setting up a custom MDF object, creating a UI for the object, and modifying the ONB2DataCollectionConfig object. These actions enable the collection of extra data specific to the organization's onboarding needs.

QUESTION NO: 2

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- A. All documents
- B. Documents with sensitive data
- C. E-mail notifications
- D. Custom data from MDF custom objects
- E. Data from Recruiting Management and Employee Central

Answer: C,D,E

Explanation:

The Read Audit Reports feature in SAP SuccessFactors Onboarding provides visibility into various data points related to the onboarding process. This includes records of e-mail notifications sent as part of onboarding communications, custom data captured through MDF custom objects, and data integrated from Recruiting Management and Employee Central. These capabilities help ensure compliance and transparency in onboarding data management.

QUESTION NO: 3

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure Offboarding programs
- B. Ability to manage Offboarding content
- C. Ability to configure the Offboarding process
- D. Ability to configure Offboarding e-mail templates

Answer: A

Explanation:

The ONB2OffboardingActivitiesConfig permission provides users the ability to configure Offboarding programs, including defining activities and workflows within the Offboarding process. This permission is essential for administrators managing Offboarding configurations.

QUESTION NO: 4

Which admin tools allow you to create custom tokens in e-mails for Onboarding?

Note: There are 3 correct answers to this question.

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

Answer: B,D,E

Explanation:

Email Services, Document Generation - Manage Document Template, and Document Generation - Manage Document Template Mapping allow administrators to create custom tokens for onboarding emails. These tools provide options to include personalized data within email communications.

QUESTION NO: 5

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- A. Update New Hire Data
- B. Complete Data Collection Tasks
- C. Access Additional Onboarding Data Permission
- D. Access New Hire Data Permission
- E. Onboarding Configuration

Answer: A,B,D

Explanation:

The hiring manager and onboarding participants require specific permissions to manage new hire data effectively. Permissions such as "Update New Hire Data" and "Complete Data Collection Tasks" allow for the completion of onboarding activities on behalf of the new hire. "Access New Hire Data Permission" provides access to the new hire's data, ensuring onboarding participants can complete essential tasks as part of the onboarding workflow.

QUESTION NO: 6

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a custom MDF object.
- B. Link the custom MDF object to the custom task.
- C. Configure the visibility of the custom MDF object.
- D. Create a UI in Manage Configuration UI for the custom MDF object.

Answer: A,B

Explanation:

Custom tasks for onboarding programs can be created using custom MDF (Metadata Framework) objects within SAP SuccessFactors. The custom MDF object serves as the foundation for the task, which can then be linked to an onboarding program. This approach allows for the customization and flexibility needed to adapt to unique onboarding processes.

QUESTION NO: 7

The UI for custom data collection objects can be configured in which of the following ways?

Note: There are 3 correct answers to this question.

- A. Use a business rule for the object's visibility.
- B. Enable the Admin Configuration tool in Provisioning.
- C. Enable Intelligent Services.
- D. Create a configuration UI object with a specified ID.
- E. Go to Admin Center → Manage Configuration UI.

Answer: A,D,E

Explanation:

The UI for custom data collection objects can be configured by using business rules to manage visibility, creating configuration UI objects with specified IDs, and accessing the "Manage Configuration UI" in Admin Center. These steps allow customization of the data collection interface for a more tailored onboarding experience.

QUESTION NO: 8

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_InternalHire_Configuration
- B. ONB2_HMReviewCheck
- C. ONB2_ECDataCollectionCheck
- D. ONB2_PreDay1AccessCheck
- E. ONB2_CustomDataCollectionCheck

Answer: B,C,E

Explanation:

The "ONB2_HMReviewCheck," "ONB2_ECDataCollectionCheck," and "ONB2_CustomDataCollectionCheck" rules are standard business rules that control data collection processes in Onboarding. These rules facilitate the collection and verification of essential new hire data to ensure a compliant and efficient onboarding workflow.