

SAP Lab C_THR97_2411 Questions: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding - TorrentVCE Bring you The Best Products



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Essential Features and Provisioning Settings to Enable Onboarding: This section of the exam measures skills of onboarding specialists and covers essential features and provisioning settings necessary for enabling the onboarding process in SAP SuccessFactors.
Topic 2	<ul style="list-style-type: none"> Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 3	<ul style="list-style-type: none"> Onboarding Data Model and Custom Data Collection: This section of the exam measures the skills of SAP Professionals related to onboarding data models within SAP SuccessFactors, including custom data collection methods.
Topic 4	<ul style="list-style-type: none"> Onboarding Process and Compliance Settings: This section of the exam measures the skills of the targeted SAP Professionals related to onboarding processes, including compliance settings required for legal adherence within SAP SuccessFactors.
Topic 5	<ul style="list-style-type: none"> Role-Based Permissions for Onboarding and Offboarding: This section of the exam measures skills of SAP administrators and covers the management of role-based permissions specifically for onboarding and offboarding processes in SAP SuccessFactors.
Topic 6	<ul style="list-style-type: none"> Rehire Process with Onboarding: This section of the exam measures the skills of SAP Consultants and covers managing the rehire process using SAP SuccessFactors Onboarding. It emphasizes understanding how to facilitate smooth transitions for returning employees.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q13-Q18):

NEW QUESTION # 13

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management Employee Central?
Note: There are 3 correct answers to this question.

- A. personInfo
- B. personallInfo
- C. employmentInfo
- D. compInfo
- E. jobinfo

Answer: A,B,E

NEW QUESTION # 14

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using Integration Center or OData APIs
- B. Create an export of new hire data using only a middleware system
- C. Configure all the Event Reasons
- D. Configure the Onboarding data model
- E. Import Employee Data using Integration Center or OData APIs

Answer: A,D,E

Explanation:

Integrating an external HRIS with SAP SuccessFactors Onboarding requires configuring data transfers and aligning the data model to ensure seamless onboarding processes.

According to the SAP SuccessFactors Onboarding and Integration Guide:

* Import Employee Data using Integration Center or OData APIs (Option B): Employee data from the external HRIS must be imported into SuccessFactors using Integration Center or OData APIs to create onboarding records and populate fields like personallInfo or jobInfo.

* Configure the Onboarding data model (Option C): The Onboarding data model must be configured to map fields from the external HRIS to SuccessFactors entities (e.g., personallInfo, jobInfo), ensuring data compatibility.

* Create an export of new hire data using Integration Center or OData APIs (Option E): New hire data may need to be exported back to the external HRIS for synchronization, using Integration Center or OData APIs to maintain consistency.

Option A (Create an export using only a middleware system) is incorrect because exports can use Integration Center or APIs, not just middleware. Option D (Configure all the Event Reasons) is incorrect because only relevant event reasons (e.g., hire, termination) need configuration, not all.

NEW QUESTION # 15

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate from an external HRIS
- B. Manually start the process within Offboarding

- C. Mass import with a CSV file
- **D. Integrate with SAP SuccessFactors Employee Central**

Answer: D

Explanation:

Offboarding can be triggered through integration with SAP SuccessFactors Employee Central, allowing the process to initiate automatically based on employee termination events within the system, thus maintaining seamless HR workflows.

NEW QUESTION # 16

How can you make new hire documents visible to onboarding participants?

- **A. Define business rules for the document templates.**
- B. Provide permission to the SuccessFactors Document Management System.
- C. Provide permission for Manage Documents.
- D. Create a custom card on the homepage and insert a document link in the content.

Answer: A

Explanation:

Defining business rules for document templates allows new hire documents to be accessible to onboarding participants. This configuration ensures that required documents are visible to those involved in the onboarding process, supporting a smooth document management experience.

NEW QUESTION # 17

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- **A. Manage Documents**
- B. Manage Document Template Mapping
- **C. Manage Document Template**
- D. Manage Document Visibility

Answer: A,C

NEW QUESTION # 18

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