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We are now in an era of technological development. C_THR97_2411 had a deeper impact on our work. Passing the C_THR97_2411 exam is like the vehicle's engine. Only when we pass the exam can we find the source of life and enthusiasm, become active and lasting, and we can have better jobs in today's highly competitive times. To pass the C_THR97_2411 Exam, careful planning and preparation are crucial to its realization. Of course, the path from where you are to where you want to get is not always smooth and direct. Therefore, this is the point of our C_THR97_2411 exam materials, designed to allow you to spend less time and money to easily pass the exam.

SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Document Template Management and e-Signatures: This section of the exam measures the skills of SAP Administrators in managing document templates and e-signature processes within SAP SuccessFactors Onboarding.
Topic 3	• 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	• Managing Clean Core: This section of the exam measures the skills of SAP SuccessFactors consultants and covers the principles of maintaining a clean core within SAP SuccessFactors environments. It emphasizes strategies to ensure system integrity and optimal performance. A key skill assessed is understanding the importance of a clean core for effective system management.
Topic 5	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 6	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q52-Q57):

NEW QUESTION # 52

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Identify the data used to match records using the Hire/Rehire Configuration object
- B. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- C. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- D. Assign the Rehire Inactive Employee permission
- E. Create a responsible group for rehire coordinators

Answer: A,C,D

NEW QUESTION # 53

How can you configure the employee global assignment process in Onboarding? Note: There are 3 correct answers to this question.

- A. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.
- B. Configure a business rule using the Trigger Onboarding Global Assignment scenario.
- C. Enable Global Assignment in Onboarding General Settings.
- D. Enable Context Switcher to allow the employee to toggle between current user profiles global assignments.
- E. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object.

Answer: A,B,E

NEW QUESTION # 54

How can you add a final review step in an onboarding process?

Note: There are 3 correct answers to this question.

- A. Add the Final Review step using Process Variant Manager.
- B. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.
- C. Define a business rule using the Assign Responsible Group for Data Review.
- D. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- E. Enable Final Review in Onboarding General Settings.

Answer: A,B,C

Explanation:

A final review step can be incorporated into the onboarding process by utilizing the Process Variant Manager to add the step, defining a business rule to assign responsible groups for data review, and configuring task participation through the DEFAULT_ONB2_CONFIG object. These configurations ensure data accuracy and completeness before the onboarding process concludes.

NEW QUESTION # 55

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. OData
- B. IDoc
- C. SOAP
- D. RFC

Answer: A,C

Explanation:

SAP recommends using OData and SOAP APIs for clean core integrations, as these API types support efficient data exchange while minimizing dependencies and customization within the core SAP environment.

NEW QUESTION # 56

You want to upload a new document template assign signature placeholders. What permissions do you need? Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 57

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