

# 100% Pass Quiz SAP - C\_THR97\_2411 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Unparalleled Exam Questions Pdf



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The contents of C\_THR97\_2411 learning questions are carefully compiled by the experts according to the content of the C\_THR97\_2411 examination syllabus of the calendar year. They are focused and detailed, allowing your energy to be used in important points of knowledge and to review them efficiently. In addition, C\_THR97\_2411 Guide engine is supplemented by a mock examination system with a time-taking function to allow users to check the gaps in the course of learning.

## SAP C\_THR97\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## Answers C\_THR97\_2411 Real Questions & Exam C\_THR97\_2411 Price

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q64-Q69):

### NEW QUESTION # 64

A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system. Which email template is generated in the Onboarding process for this to happen?

- A. (ONB) New Hire Welcome Message
- B. (ONB) New Welcome Message Added Template
- **C. (ONB) External User Welcome Message Template**
- D. Welcome Message Notification with Reset Password Support Template

**Answer: C**

Explanation:

In SAP SuccessFactors Onboarding, when a new hire is initiated into the system, an email is sent to provide access credentials, including a reset password link for external users (new hires who have not yet become internal employees). This is handled by the (ONB) External User Welcome Message Template, which is specifically designed to communicate with external users during the Onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* The (ONB) External User Welcome Message Template is triggered when a new hire is added to the Onboarding process, typically during the initiation phase or when the new hire is moved to the Manage Pending Hires step. This email includes a link for the new hire to reset their password and access the SuccessFactors system as an external user.

Option A (Welcome Message Notification with Reset Password Support Template) is incorrect because this is not a standard template in Onboarding. Option C ((ONB) New Welcome Message Added Template) does not exist in the system. Option D ((ONB) New Hire Welcome Message) is incorrect because this template is used for general welcome communication, not specifically for password reset links.

### NEW QUESTION # 65

Which business rule allows the offboarder to edit their personal information?

- **A. ONB2\_OFB\_EmployeeReviewCheck**
- B. ONB2SelectOffboardingActivitiesConfig

- C. ONB2\_OFB\_ManagerReviewCheck
- D. ONB2ResponsibilityConfig

**Answer: A**

Explanation:

In SAP SuccessFactors Offboarding, business rules are used to control various aspects of the process, including permissions for editing personal information. The ONB2\_OFB\_EmployeeReviewCheckrule specifically governs the ability of the offboarder (the employee leaving the organization) to review and edit their personal information during the Offboarding process.

According to the SAP SuccessFactors Offboarding Implementation Guide:

\* The ONB2\_OFB\_EmployeeReviewCheckrule is configured in Configure Business Rules and determines whether the offboarder can access and modify personal data, such as contact details, during the Employee Review step of the Offboarding process. This ensures that the offboarder's information is accurate before final submission.

Option B (ONB2SelectOffboardingActivitiesConfig) is incorrect because it is used to configure the selection of offboarding activities, not to control editing permissions. Option C (ONB2ResponsibilityConfig) is incorrect because it assigns responsibilities for tasks, not editing capabilities. Option D (ONB2\_OFB\_ManagerReviewCheck) is incorrect because it pertains to the manager's review of offboarding data, not the offboarder's ability to edit personal information.

#### NEW QUESTION # 66

What scheduled job type do you create so new hires become internal users?

- A. OnStartDateStatusChange
- B. New Hire Export
- C. External to Internal Candidate Profile Conversion
- **D. ConvertExternalUserOnStartDateJob**

**Answer: D**

Explanation:

In SAP SuccessFactors Onboarding, new hires start as external users (e.g., with limited system access for onboarding tasks) and must be converted to internal users (employees) with full system access on their start date. This process is automated through a scheduled job.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* ConvertExternalUserOnStartDateJob (Option C): This scheduled job type is created in Provisioning or Scheduled Jobs to automatically convert external users (new hires) to internal users on their start date. The job updates the user's status and grants access to Employee Central and other internal modules.

Option A (OnStartDateStatusChange) is incorrect because it is not a standard job type for user conversion.

Option B (New Hire Export) is incorrect because it is used for exporting data, not converting users. Option D (External to Internal Candidate Profile Conversion) is incorrect because it pertains to recruiting processes, not onboarding user conversion.

#### NEW QUESTION # 67

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- **A. It can be accessed by using SAP For Me.**
- **B. Customers can grant access to the dashboard to partners.**
- C. Customers can use the dashboard in the dev, test, and production tenants.
- D. It can be used in all SAP S/4HANA Cloud editions.

**Answer: A,B**

Explanation:

The clean core dashboard can be accessed through SAP For Me, and customers can grant access to partners, enabling external stakeholders to support clean core initiatives. This access promotes transparency and collaboration in managing core system integrity.

#### NEW QUESTION # 68

Which RBP permissions allow a user to rehire an onboarder?

- A. Rehire Inactive Employee (by 'match' in New Hire)
- B. Rehire Inactive Employee with New Employment (by 'match' in New Hire)
- C. Rehire Inactive Employee with New Employment
- D. Rehire Inactive Employee

**Answer: B,C**

Explanation:

The permissions "Rehire Inactive Employee with New Employment" and "Rehire Inactive Employee with New Employment (by 'match' in New Hire)" allow a user to process rehires within SAP SuccessFactors. These permissions enable the identification and handling of rehire cases within the onboarding process.

### NEW QUESTION # 69

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