

# New C-THR97-2411 Exam Dumps Provider | Pass-Sure SAP C-THR97-2411 Reliable Exam Materials: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



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## 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>• 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 3	<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 4	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 5	<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 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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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):**

#### **NEW QUESTION # 80**

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding Offboarding processes? Note: There are 2 correct answers to this question.

- A. Offboarding collects the exit survey information Qualtrics reports the results.
- B. Qualtrics collects the new hire experiences reports the results.
- C. Qualtrics collects the exit survey information reports the results.
- D. Onboarding collects the new hire experiences Qualtrics reports the results.

**Answer: B,C**

#### **NEW QUESTION # 81**

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

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

**Answer: A,B,E**

Explanation:

SAP SuccessFactors Onboarding supports a variety of features to streamline the onboarding process for new hires, rehires, and internal transfers. These features enhance user experience, ensure compliance, and integrate with other systems.

According to the SAP SuccessFactors Onboarding Implementation Guide:

- \* External HRIS integration with internal hire process(Option B): Onboarding supports integration with external HRIS systems to facilitate processes like internal hires, allowing data to be transferred seamlessly via APIs or middleware.
- \* Document generation and e-signature(Option D): Onboarding includes robust document management capabilities, such as generating forms and enabling e-signatures (e.g., via DocuSign) to collect signatures from new hires or managers.
- \* Data collection of new hire personal information(Option E): A core feature of Onboarding is the ability to collect personal and job-related information from new hires through steps like Personal Data Collection and Additional Data Collection.

Option A (Global reassignment of employees) is incorrect because global assignments are managed in Employee Central, not directly in Onboarding, though Onboarding can support related processes. Option C (Management of contingent workers) is incorrect because contingent worker management is primarily handled in Employee Central, not Onboarding.

#### **NEW QUESTION # 82**

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?

Note: There are 3 correct answers to this question.

- A. National ID
- B. First Name, Middle Name, Last Name
- C. First Name, Last Name
- D. First Name, Last Name, Date of Birth
- E. Date of Birth

**Answer: A,C,D**

Explanation:

Rehire conditions configured in the Hire/Rehire Configuration object can include "National ID," "First Name, Last Name, Date of Birth," and "First Name, Last Name." These conditions help identify potential rehires by matching key personal identifiers.

### NEW QUESTION # 83

Which object permissions are used for embedded signatures? Note: There are 2 correct answers to this question.

- A. Sign Document
- B. Signature
- C. Document Signature
- D. Consent

**Answer: B,D**

### NEW QUESTION # 84

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

**Answer: A,C**

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.

### NEW QUESTION # 85

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