

Exam C_THR97_2411 Registration | C_THR97_2411 Best Study Material



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This format of our C_THR97_2411 product is easiest to use due to its compatibility with web-browsers. This handy feature makes it your go-to online platform to evaluate your preparation. Conceptual and tough C_THR97_2411 questions will prompt on your screen which will test your true concepts. SAP Certification Exams Questions taken from past papers will also be given to give you a brief idea of the actual difficulty level of the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) exam. Its large question bank prepares you to ace your exam with ease and it will also help you to pinpoint your mistakes and weaknesses and work on them.

SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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.
Topic 3	<ul style="list-style-type: none"> • 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 4	<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 5	<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 6	<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 7	<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 8	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q42-Q47):

NEW QUESTION # 42

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Define a business rule using the Update Onboarding or Offboarding Process Object scenario
- **B. Create a process variant without a Review New Hire Data step**
- C. Skip the step by selecting the option from the Action menu in the Onboarding dashboard
- D. Cancel the Review New Hire Data task from the Onboarding dashboard

Answer: B

Explanation:

To configure an onboarding process in SAP SuccessFactors that excludes the Review New Hire Data step, the process flow must be customized to omit this step entirely. This is achieved through process configuration rather than manual actions during execution.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a process variant without a Review New Hire Data step (Option C): The Process Variant Manager is used to create or modify a process variant that excludes the Review New Hire Data step from the onboarding workflow, ensuring the process skips this step automatically.

Option A (Cancel the Review New Hire Data task from the Onboarding dashboard) is incorrect because canceling a task does not modify the process structure. Option B (Define a business rule using the Update Onboarding or Offboarding Process Object scenario) is incorrect because this scenario is used for updating process objects, not removing steps. Option D (Skip the step by selecting the option from the Action menu) is incorrect because there is no standard Action menu option to skip this step during execution.

NEW QUESTION # 43

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

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

Answer: B

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 # 44

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- **A. DocuSign API Account ID**
- B. DocuSign Account Username
- C. DocuSign Account Password
- **D. DocuSign User ID**

Answer: A,D

NEW QUESTION # 45

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?

Note: There are 3 correct answers to this question.

- **A. CountrySpecificValidationConfiguration**
- **B. personallInfo**
- C. userAccountInfo
- D. CustomPayType
- **E. JobClassificationCountry**

Answer: A,B,E

NEW QUESTION # 46

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

- A. Manually start the process within Offboarding
- B. Integrate from an external HRIS
- 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 # 47

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