

C-THR97-2411 Valid Test Book Will Be Your Powerful Weapon to Pass SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



SAP CERTIFICATION

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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">• 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"> • 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"> • Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 6	<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.
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.

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam is one of the most valuable certification exams. The SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam opens a door for beginners or experienced Pass4suresVCE professionals to enhance in-demand skills and gain knowledge. C-THR97-2411 Exam credential is proof of candidates' expertise and knowledge. After getting success in the SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam, candidates can put their careers on the fast route and achieve their goals in a short period of time.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q65-Q70):

NEW QUESTION # 65

If a responsibility group is NOT assigned to an onboarding task, who will be assigned by default?

- **A. The Hiring Manager will be considered the responsible owner.**
- B. The Onboarding Administrator will be considered the responsible owner.
- C. The HR Manager will be considered the responsible owner.
- D. The Recruiter will be considered the responsible owner.

Answer: A

Explanation:

In SAP SuccessFactors Onboarding, if no specific responsibility group is assigned to a task, the Hiring Manager is assigned by default. This assignment ensures tasks are not left unassigned and that the hiring manager takes responsibility for completing or overseeing the onboarding process.

NEW QUESTION # 66

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Add an HRIS element in the user data file
- **B. Set up role-based permissions**
- C. Create a custom HRIS element as an MDF object
- **D. Set rule SAP_ONB2_HMReviewCheck to True**

Answer: B,D

Explanation:

Assigning the Review New Hire Data step to a hiring manager in SAP SuccessFactors Onboarding requires configuring permissions and business rules to ensure the manager is responsible for reviewing the new hire's data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Set up role-based permissions (Option B): Role-based permissions must be configured in Manage Permission Role to grant the hiring manager access to the Review New Hire Data task. This includes permissions like Access New Hire Data and Update New Hire Data.

* Set rule SAP_ONB2_HMReviewCheck to True (Option C): The SAP_ONB2_HMReviewCheck business rule, configured in Configure Business Rules, must be set to True to assign the Review New Hire Data step to the hiring manager. This rule triggers the task assignment based on the manager's role.

Option A (Create a custom HRIS element as an MDF object) is incorrect because HRIS elements are not required for assigning this step. Option D (Add an HRIS element in the user data file) is incorrect because user data files are used for data import, not for task assignment.

NEW QUESTION # 67

Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- A. Administrator
- B. External employees
- C. Contingent workers
- D. Manager
- E. All employees

Answer: A,D,E

Explanation:

Role-based permissions should be granted to administrators, managers, and employees to ensure they can perform Offboarding tasks as required. These roles typically have responsibilities in the offboarding process, such as managing tasks and overseeing the exit process for departing employees.

NEW QUESTION # 68

What rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_PreDay1AccessCheck
- B. SAP_ONB2_DataCollectionConfigSelect
- C. SAP_ONB2_HMReviewCheck
- D. SAP_ONB2_ECDataCollectionCheck

Answer: C,D

Explanation:

The rules "SAP_ONB2_ECDataCollectionCheck" and "SAP_ONB2_HMReviewCheck" are configured for the Review New Hire Data and Personal Data Collection steps. These rules ensure data is correctly reviewed and validated during onboarding, enhancing data accuracy and completeness.

NEW QUESTION # 69

What are some SAP-recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- B. Establish regular housekeeping tasks and procedures.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Establish release management.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: A,C,D

