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Aspiring SAP professionals strive to excel in SAP C-THR97-2411 exams such as the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C-THR97-2411) to achieve their dream careers. However, passing the C-THR97-2411 Exam can be challenging, especially with a demanding schedule that leaves little time for preparation.

SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 5	• 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	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q39-Q44):

NEW QUESTION # 39
Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?
Note: There are 3 correct answers to this question.

- A. compInfo
- B. jobInfo
- C. personalInfo
- D. employmentInfo
- E. personInfo

Answer: B,C,D

NEW QUESTION # 40
How can you associate a custom object to an onboarding process?

- A. Go to Admin Center → Manage Permission Roles → Metadata Framework.
- B. Go to Admin Center → Configure Object Definitions.
- C. Go to Admin Center Manage Business Configuration.
- D. Go to Admin Center → Configure Business Rules → Activate Rule ONB2_CustomDataCollectionCheck.

Answer: B

NEW QUESTION # 41

Which role-based permissions apply only to Offboarding?
Note: There are 2 correct answers to this question.

- A. Knowledge Transfer Plan
- B. Meeting Task
- C. Document Flow
- D. Asset Task

Answer: A,D

Explanation:

Role-based permissions (RBPs) in SAP SuccessFactors Offboarding are specific to tasks unique to the offboarding process, distinguishing them from onboarding or other modules. These permissions ensure that only authorized users can perform offboarding-specific activities.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Knowledge Transfer Plan(Option A): This permission allows users (e.g., managers or HR) to create and manage knowledge transfer plans, a task specific to offboarding to ensure critical knowledge is shared before an employee leaves.

* Asset Task(Option D): This permission enables users to manage tasks related to the return of company assets (e.g., laptops, badges), which is a common offboarding activity.

Option B (Document Flow) is incorrect because document flow permissions apply to both onboarding and offboarding for managing document routing and signatures. Option C (Meeting Task) is incorrect because meeting-related tasks are not specific to offboarding and can apply to other modules.

NEW QUESTION # 42

What standard business rules drive the data collection processes in Onboarding?
Note: There are 3 correct answers to this question.

- A. ONB2_PreDay1AccessCheck
- B. ONB2_ECDataCollectionCheck
- C. ONB2_HMReviewCheck
- D. ONB2_CustomDataCollectionCheck
- E. ONB2_InternalHire_Configuration

Answer: B,C,D

Explanation:

The "ONB2_HMReviewCheck," "ONB2_ECDataCollectionCheck," and "ONB2_CustomDataCollectionCheck" rules are standard business rules that control data collection processes in Onboarding. These rules facilitate the collection and verification of essential new hire data to ensure a compliant and efficient onboarding workflow.

NEW QUESTION # 43

You have configured custom data collection and uploaded the forms in Maintain Onboarding Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?
Note: There are 3 correct answers to this question.

- A. Select the fields from the MDF custom object in the Target Field column.
- B. Select Direct in the Mapping Type column.
- C. Create a business rule.
- D. Select Rule in the Mapping Type column.
- E. Choose the MDF custom object as the base object.

Answer: A,B,E

Explanation:

To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, administrators should set the MDF

custom object as the base object, choose "Direct" in the Mapping Type column, and select the relevant fields in the Target Field column. This setup allows seamless integration of custom fields into onboarding document templates.

NEW QUESTION # 44

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