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>> C-THR97-2411考試證照綜述 <<

最新的C-THR97-2411考試證照綜述 |第一次嘗試輕鬆學習並通過考試和全面覆蓋的C-THR97-2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

你正在為了怎樣通過SAP的C-THR97-2411考試絞盡腦汁嗎？SAP的C-THR97-2411考試的認證資格是當代眾多IT認證考試中最有價值的資格之一。在近幾十年裏，IT已獲得了世界各地人們的關注，它已經成為了現代生活中不可或缺的一部分。其中，SAP的認證資格已經獲得了國際社會的廣泛認可。所以很多IT人士通過SAP的考試認證來提高自己的知識和技能。C-THR97-2411認證考試就是最重要的考試之一。這個認證資格能為大家帶來很大的好處。

SAP C-THR97-2411 考試大綱：

主題	簡介
主題 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.
主題 2	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.
主題 3	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.
主題 4	Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
主題 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.
主題 6	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.

最新的 SAP Certified Associate C-THR97-2411 免費考試真題 (Q30-Q35):

問題 #30

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

Note: There are 3 correct answers to this question.

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

答案： A,C,E

解題說明：

Offboarding in SAP SuccessFactors involves multiple stakeholders who need specific role-based permissions (RBPs) to complete tasks like exit surveys, asset returns, or process initiation. The permissions are assigned based on the roles involved in the offboarding process.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Administrator (Option A): Administrators require permissions like Manage Onboarding or Offboarding to initiate and oversee the offboarding process, configure tasks, and monitor completion.

* Manager (Option C): Managers of the exiting employee need permissions to complete tasks such as reviewing exit data or approving knowledge transfer, typically assigned via roles like Complete Data Collection Tasks.

* All employees (Option D): Exiting employees (offboardees) need permissions, such as Onboarding External User or equivalent offboarding permissions, to access and complete their assigned tasks, like exit surveys or personal data updates.

Option B (External employees) is incorrect because external employees are not typically involved in offboarding processes. Option E (Contingent workers) is incorrect because contingent workers are managed separately and do not usually participate in standard offboarding tasks.

問題 #31

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- A. Configure all the Event Reasons.
- B. Create an export of new hire data using Integration Center or OData APIs.
- C. Configure the Onboarding data model.
- D. Create an export of new hire data using only a middleware system.
- E. Import Employee Data using Integration Center or OData APIs.

答案: B,C,E

問題 #32

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

- A. ONB2ResponsibilityConfig
- B. ONB2_OFB_ManagerReviewCheck
- C. ONB2_OFB_Employee ReviewCheck
- D. ONB2SelectOffboarding ActivitiesConfig

答案: C

問題 #33

Which processes or functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS? Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- B. Internal hire from transferring employees
- C. Onboarding for new hires
- D. Process restart for new hires

答案: C,D

解題說明:

When integrated with an external HRIS, SAP SuccessFactors Onboarding supports functionalities such as onboarding new hires and enabling process restarts. These features help ensure a seamless onboarding process with external HRIS systems.

問題 #34

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using Integration Center or OData APIs
- B. Create an export of new hire data using only a middleware system
- C. Configure the Onboarding data model
- D. Import Employee Data using Integration Center or OData APIs
- E. Configure all the Event Reasons

答案: A,C,D

解題說明:

Integrating an external HRIS with SAP SuccessFactors Onboarding requires configuring data transfers and aligning the data model to ensure seamless onboarding processes.

According to the SAP SuccessFactors Onboarding and Integration Guide:

* Import Employee Data using Integration Center or OData APIs (Option B): Employee data from the external HRIS must be imported into SuccessFactors using Integration Center or OData APIs to create onboarding records and populate fields like personalInfo or jobInfo.

* Configure the Onboarding data model (Option C): The Onboarding data model must be configured to map fields from the external HRIS to SuccessFactors entities (e.g., personalInfo, jobInfo), ensuring data compatibility.

