

C-THR97-2411認證考試問題與答案



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>> C-THR97-2411考試資料 <<

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“如果放棄了，那比賽同時也就結束了。”這是來自安西教練的一句大家都熟知的名言。比賽是這樣，同樣考試也是這樣的。有很多人因為沒有充分的時間準備考試從而放棄了參加C-THR97-2411認證考試。但是，如果使用了好的資料，即使只有很短的時間來準備，你也完全可以以高分通過C-THR97-2411考試。不相信嗎？KaoGuTi的考古題就是這樣的資料。趕快試一下吧。

SAP C-THR97-2411 考試大綱：

主題	簡介
主題 1	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 2	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.
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	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 5	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.

最新的 SAP Certified Associate C-THR97-2411 免費考試真題 (Q18-Q23):

問題 #18

Which onboarding processes are supported by the function automatic hiring in Onboarding? Note: There are 3 correct answers to this question.

- A. Concurrent Employment
- B. Regular Hire
- C. Global Assignment
- D. Rehire
- E. Rehire with New Employment

答案: B,D,E

問題 #19

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed at the Review Hire Data step.
- B. The check is performed when Onboarding is initiated.
- C. The check is performed after the Personal Data Collection step is completed.
- D. The check is performed during Manage Pending Hires.

答案: B,C

解題說明:

Rehire checks are performed when the Onboarding process is initiated and after the Personal Data Collection step is completed. These checkpoints ensure that potential rehire matches are identified early and throughout the onboarding process.

問題 #20

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

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

答案: A,B,E

解題說明:

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.

問題 #21

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

- A. ONB2_OFB_EmployeeReviewCheck
- B. ONB2_OFB_ManagerReviewCheck
- C. ONB2ResponsibilityConfig
- D. ONB2SelectOffboardingActivitiesConfig

答案：A

解題說明：

In SAP SuccessFactors Offboarding, business rules are used to control various aspects of the process, including permissions for editing personal information. The ONB2_OFB_EmployeeReviewCheckrule specifically governs the ability of the offboarder (the employee leaving the organization) to review and edit their personal information during the Offboarding process.

According to the SAP SuccessFactors Offboarding Implementation Guide:

* The ONB2_OFB_EmployeeReviewCheckrule is configured in Configure Business Rules and determines whether the offboarder can access and modify personal data, such as contact details, during the Employee Review step of the Offboarding process. This ensures that the offboarder's information is accurate before final submission.

Option B (ONB2SelectOffboardingActivitiesConfig) is incorrect because it is used to configure the selection of offboarding activities, not to control editing permissions. Option C (ONB2ResponsibilityConfig) is incorrect because it assigns responsibilities for tasks, not editing capabilities. Option D (ONB2_OFB_ManagerReviewCheck) is incorrect because it pertains to the manager's review of offboarding data, not the offboarder's ability to edit personal information.

問題 #22

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

Note: There are 2 correct answers to this question.

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

答案：A,C

解題說明：

SAP SuccessFactors integrates with Qualtrics to collect and report survey data for both Onboarding and Offboarding processes. Specifically, Qualtrics is used to gather employee experience data, such as new hire feedback during Onboarding and exit survey responses during Offboarding.

According to the SAP SuccessFactors Onboarding and Offboarding Integration Guide:

* Qualtrics collects the new hire experiences and reports the results (Option D). During the Onboarding process, Qualtrics surveys are triggered to collect feedback from new hires about their onboarding experience. The results are analyzed and reported through Qualtrics dashboards.

* Qualtrics collects the exit survey information and reports the results (Option A). In the Offboarding process, Qualtrics is used to send exit surveys to terminating employees, collecting data on their reasons for leaving and overall experience. The results are aggregated and reported in Qualtrics.

Option B is incorrect because Onboarding does not directly collect new hire experiences; Qualtrics handles the survey collection.

Option C is incorrect because Offboarding does not collect exit survey data itself; Qualtrics is responsible for both collection and reporting.

問題 #23

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