

Reliable SAP C_THR97_2411 Exam Registration & C_THR97_2411 Reliable Test Notes



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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"> 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 3 | <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 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"> 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 6 | <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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q20-Q25):

NEW QUESTION # 20

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Compliance Forms
- B. Document Flow
- C. Additional Data Collection
- D. Personal Data Collection

Answer: A,C

NEW QUESTION # 21

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It shares a common data structure with SAP SuccessFactors Employee Central
- B. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- C. It provides a unified experience across Onboarding and other HCM modules
- D. It positively impacts employee engagement, productivity, and retention

Answer: B,D

NEW QUESTION # 22

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Initiate Onboarding from an external applicant tracking system
- B. Add a new hire to Onboarding in Admin Center.
- C. Import a CSV file of new hires in Admin Center.
- D. Add a New Employee in Admin Center.
- E. Initiate Onboarding from SAP SuccessFactors Recruiting.

Answer: A,B,E

Explanation:

The Onboarding process in SAP SuccessFactors can be initiated through multiple avenues. New hires can be added directly in the Admin Center, or onboarding can begin automatically when a new employee is hired from SAP SuccessFactors Recruiting. Additionally, integration with external applicant tracking systems allows onboarding initiation for candidates hired outside SAP SuccessFactors.

NEW QUESTION # 23

Which data model contains job-related data about an employee such as compensation data?

- A. Corporate Data Model
- B. Succession Data Model

- C. Country-Specific Succession Data Model
- D. Country-Specific Corporate Data Model

Answer: B

NEW QUESTION # 24

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are NOT available?

- A. Assign the Additional Data Permission in Role-Based Permissions.
- **B. Assign the Complete Data Collection Tasks in Role-Based Permissions.**
- C. Assign the proxy module access for Employee Central + Employee Profile Onboarding.
- D. Assign the hiring manager role to the users who will complete the onboarding tasks.

Answer: B

NEW QUESTION # 25

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