

C_THR97_2411 Study Material & Relevant C_THR97_2411 Answers



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<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.

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The emerging field of information technology has created a vast space for SAP C_THR97_2411 certification exam holders to get promotions and high-paying jobs. Thousands of candidates don't clear the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) exam because they have short time and they don't prepare for the C_THR97_2411 exam questions. It results in a loss of time, money, and confidence. DumpsKing is here to save you from this unfortunate situation with its Real C_THR97_2411 Exam Questions. These SAP C_THR97_2411 Exam Questions are enough to

ace the C_THR97_2411 exam and move forward into SAP sector with full ease and confidence.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

NEW QUESTION # 41

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By integrating with an external applicant tracking system
- B. By integrating with SAP SuccessFactors Recruiting Management
- C. By importing a CSV file in Admin Center
- D. By importing a CSV file through Integration Center
- E. By using Add New Hire to Onboarding in Admin Center

Answer: A,B,E

Explanation:

New hire onboarding records can be created by using the "Add New Hire to Onboarding" option, integrating with SAP SuccessFactors Recruiting Management, or integrating with an external applicant tracking system. These methods ensure onboarding data is accurately captured for new hires.

NEW QUESTION # 42

Which object permission allows participants to cancel the Onboarding process flow?

- A. Configure Object Definitions
- B. Process
- C. Process Trigger
- D. Cancel Onboarding Permission

Answer: B

NEW QUESTION # 43

What does the BizX Daily Rules Processing Batch job in Provisioning do for Onboarding? Note: There are 3 correct answers to this question.

- A. Archives the tasks of onboarding offboarding processes
- B. Updates the compliance metadata records
- C. Updates onboarding offboarding process flows
- D. Synchronizes metadata objects to the database
- E. Fetches the locations where new hires must join.

Answer: A,B,E

NEW QUESTION # 44

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a custom MDF object
- B. Define a business rule for the custom task
- C. Create email notifications for the custom task
- D. Create a UI using the UI Template Editor

Answer: A,B

Explanation:

Creating a custom task for an Onboarding program in SAP SuccessFactors involves defining the task's structure and behavior. This

is typically done by creating a custom MDF object to store task-related data and defining a business rule to control the task's logic or assignment.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a custom MDF object (Option B): A custom MDF object is created in **Configure Object Definition** to define the fields and structure of the task. This object is then linked to the Onboarding program to enable the task.

* Define a business rule for the custom task (Option C): Business rules are configured in **Configure Business Rule** to assign the task to specific users (e.g., hiring manager or HR) or to define conditions for task completion.

Option A (Create email notifications) is incorrect because email notifications are configured separately and are not part of creating the task itself. Option D (Create a UI using the UI Template Editor) is incorrect because the UI Template Editor is used for document templates, not for defining custom tasks.

NEW QUESTION # 45

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. Personal Data Collection**
- **C. Additional Data Collection**
- D. Document Flow

Answer: B,C

Explanation:

Tasks such as "Personal Data Collection" and "Additional Data Collection" can be completed by onboarding participants on behalf of the new hire, allowing HR or designated users to enter necessary information directly into the system, ensuring data is accurately captured even if the new hire is unavailable.

NEW QUESTION # 46

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