

SAP C_THR97_2411 Web-Based Practice Test



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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">• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q74-Q79):

NEW QUESTION # 74

When you use an external applicant tracking system to initiate the internal hire process what two attributes are required to identify the employee?

- A. ID Date of Hire
- B. Employee ID Date of Hire
- C. Name Date of Birth
- **D. Employee ID Name**

Answer: D

NEW QUESTION # 75

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management Employee Central?

Note: There are 3 correct answers to this question.

- **A. personInfo**
- B. compInfo
- **C. personallInfo**
- D. employmentInfo
- **E. jobInfo**

Answer: A,C,E

NEW QUESTION # 76

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

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

Answer: B,D

Explanation:

The "Knowledge Transfer Plan" and "Asset Task" permissions are specific to the Offboarding module, allowing organizations to manage tasks related to knowledge handover and asset recovery, which are essential parts of the employee exit process.

NEW QUESTION # 77

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process will be replaced by data from Recruiting
- B. Data captured from the onboarding process can be retained after a manual process restart
- C. Data captured from the onboarding process can be retained after a manual or automatic process restart
- **D. Data captured from the onboarding process can be retained after an automatic process restart**

Answer: D

NEW QUESTION # 78

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- **A. Assign the Rehire Inactive Employee permission**
- B. Create a responsible group for rehire coordinators
- C. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- **D. Identify the data used to match records using the Hire/Rehire Configuration object**
- **E. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings**

Answer: A,D,E

NEW QUESTION # 79

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