

# SAP C-THR97-2411 Vce Files, Valid Dumps C-THR97-2411 Free



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## SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• 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.</li></ul>

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## Valid Dumps C-THR97-2411 Free, Valid Study C-THR97-2411 Questions

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q36-Q41):

### NEW QUESTION # 36

A new hire receives an e-mail that contains a reset password link to access the SAP SuccessFactors system. Which e-mail template is generated in the Onboarding process for this to happen?

- A. (ONB) New Welcome Message Added Template
- B. (ONB) External User Welcome Message Template
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) New Hire Welcome Message

**Answer: C**

Explanation:

The "Welcome Message Notification with Reset Password Support Template" is used in SAP SuccessFactors Onboarding to send new hires a reset password link. This email template helps new hires access the system securely with their new credentials.

### NEW QUESTION # 37

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

Note: There are 3 correct answers to this question.

- A. ONB2\_ECDataCollectionCheck
- B. ONB2\_CustomDataCollectionCheck
- C. ONB2\_PreDay1AccessCheck
- D. ONB2\_HMReviewCheck
- E. ONB2\_InternalHire\_Configuration

**Answer: A,B,D**

Explanation:

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.

### NEW QUESTION # 38

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Add an HRIS element in the user data file
- B. Set up role-based permissions
- C. Set rule SAP\_ONB2\_HMReviewCheck to True
- D. Create a custom HRIS element as an MDF object

**Answer: B,C**

Explanation:

Assigning the Review New Hire Data step to a hiring manager in SAP SuccessFactors Onboarding requires configuring permissions and business rules to ensure the manager is responsible for reviewing the new hire's data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Set up role-based permissions (Option B): Role-based permissions must be configured in Manage Permission Role to grant the hiring manager access to the Review New Hire Data task. This includes permissions like Access New Hire Data and Update New Hire Data.

\* Set rule SAP\_ONB2\_HMReviewCheck to True (Option C): The SAP\_ONB2\_HMReviewCheck business rule, configured in Configure Business Rules, must be set to True to assign the Review New Hire Data step to the hiring manager. This rule triggers the task assignment based on the manager's role.

Option A (Create a custom HRIS element as an MDF object) is incorrect because HRIS elements are not required for assigning this

step. Option D (Add an HRIS element in the user data file) is incorrect because user data files are used for data import, not for task assignment.

#### NEW QUESTION # 39

Which new hire data is used for the first rehire check in the Onboarding process?

Note: There are 2 correct answers to this question.

- A. Data captured during the Review New Hire Data step
- B. Data captured during the Personal Data Collection/Paperwork step
- C. Data from the applicant tracking system
- D. Data coming from the Add New Hire to Onboarding tool

Answer: A,C

Explanation:

The first rehire check in Onboarding uses data from the Review New Hire Data step and data from the applicant tracking system (ATS). This initial check helps identify potential rehires and ensures data consistency across onboarding processes.

#### NEW QUESTION # 40

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign Account Password
- B. DocuSign User ID
- C. DocuSign API Account ID
- D. DocuSign Account Username

Answer: B,C

#### NEW QUESTION # 41

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