SAP C_THR97_2411試験復習赤本 & C_THR97_2411問題数

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SAP C_THR97_2411 認定試験の出題範囲：

トピック	出題範囲
トピック 1	• 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.
トピック 2	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
トピック 3	• 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.
トピック 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.
トピック 5	• 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.

>> SAP C_THR97_2411試験復習赤本 <<

C_THR97_2411問題数 & C_THR97_2411最新日本語版参考書

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のC_THR97_2411試験に参加して認可を得たくて、SAP のC_THR97_2411試験が難度の高いので合格率も比較的低いです。CertShikenの商品は試験問題を広くカーバして、認証試験の受験生が便利を提供し、しかも正確率100%です。そして、試験を安心に参加してください。

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding 認定 C_THR97_2411 試験問題 (Q10-Q15):

質問＃10
What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?
Note: There are 3 correct answers to this question.

- A. Modify the Onboarding templates in Recruiting Management
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management
- C. Define the applicant status set for Onboarding in Recruiting Management
- D. Modify the Onboarding Feature Permission on job requisition template XML files
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center

正解：B、C、D

質問＃11
In the internal hire process why would you use the Emp Job API to update the employee profile?

- A. To initiate the internal hire process using the transfer event
- B. To create a transfer event update the employee profile record
- C. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- D. To send data from Recruiting Management to Onboarding

正解：B

質問＃12
Which business rule allows the offboardee to edit their personal information?

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

正解：D

解説：
The ONB2_OFB_EmployeeReviewCheck rule enables offboarding employees to review and edit their personal information as part of the exit process, ensuring that their records are accurate and up to date before their departure.

質問＃13
Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

正解：C

解説：
To explore released APIs for SAP SuccessFactors, including those used in Onboarding integrations, theSAP Business Accelerator Hubis the recommended platform. This hub provides a centralized repository for discovering, exploring, and testing SAP APIs, including OData and SOAP APIs used in SuccessFactors integrations.

According to the SAP SuccessFactors Integration Guide:
* TheSAP Business Accelerator Hub(formerly SAP API Business Hub) allows developers and administrators to browse available APIs, view documentation, and test API calls. It includes APIs for Onboarding, such as those used for initiating processes or retrieving new hire data.
Option A (SAP Integration Suite) is incorrect because it is a platform for building and managing integrations, not for exploring released APIs. Option C (SAP Application Interface Framework) is used for monitoring and managing interfaces, not for discovering APIs.

質問＃14
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 Complete Data Collection Tasks in Role-Based Permissions
- B. Assign the proxy module access for Employee Central and Employee Profile Onboarding
- C. Assign the hiring manager role to the users who will complete the onboarding tasks
- D. Assign the Additional Data Permission in Role-Based Permissions

正解：A

解説：
To allow users to complete onboarding tasks on behalf of hiring managers who are unavailable, specific role- based permissions (RBPs) must be granted to ensure they can access and complete the required tasks, such as data collection or document signing. According to the SAP SuccessFactors Onboarding Configuration Guide:
* Assign the Complete Data Collection Tasks in Role-Based Permissions(Option D): TheComplete Data Collection Taskspermission allows users to complete onboarding tasks, such as Personal Data Collection or Additional Data Collection, on behalf of the new hire or hiring manager. This permission is configured inManage Permission Rolesand assigned to the appropriate user group (e.g., HR coordinators or proxies).
Option A (Assign the hiring manager role) is incorrect because assigning the full hiring manager role may grant unnecessary permissions beyond task completion. Option B (Assign proxy module access) is incorrect because proxy access is related to Employee Central or Employee Profile navigation, not onboarding task completion. Option C (Assign the Additional Data Permission) is incorrect because it is not a standard RBP; the correct permission isComplete Data Collection Tasks.

質問＃15
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