

# Valid Exam C\_THR97\_2411 Book | C\_THR97\_2411 Cert Guide

## Chapter 1

Name \_\_\_\_\_

**MULTIPLE CHOICE.** Choose the one alternative that best completes the statement or answers the question.

1) Which circuit converts data from serial form to parallel form?  
A) Multiplexer      B) Comparator      C) Encoder      D) Demultiplexer      1) \_\_\_\_\_

2) Which one of the circuits listed is made up of flip-flops?  
A) A comparator      B) A converter      C) A register      D) A multiplexer      2) \_\_\_\_\_

3) The time from one leading edge on a digital waveform to the next is the waveform \_\_\_\_\_.  
A) rise time      B) pulse width      C) period      D) fall time      3) \_\_\_\_\_

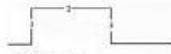


Figure 1-1

4) The time between transition 1 and transition 3 in Figure 1-1 is the \_\_\_\_\_.  
A) period      B) frequency      C) amplitude      D) pulse width      4) \_\_\_\_\_

5) The output from an OR gate is HIGH \_\_\_\_\_.  
A) when at least one input is HIGH      B) only when all inputs are HIGH  
C) only when all inputs are LOW      D) none of the above      5) \_\_\_\_\_

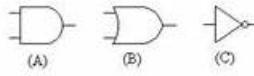


Figure 1-3

6) The symbol in Figure 1-3(B) represents the \_\_\_\_\_ function.  
A) OR      B) NON      C) XOR      D) AND      6) \_\_\_\_\_

7) On a positive-going pulse, the leading edge is the \_\_\_\_\_.  
A) HIGH-to-LOW transition      B) falling edge  
C) negative-going edge      D) positive-going edge      7) \_\_\_\_\_

8) Of the circuits listed, the one that is most likely to be found in a CD player is a(n) \_\_\_\_\_.  
A) programmable logic device      B) digital-to-analog converter  
C) analog-to-digital converter      D) SPLD      8) \_\_\_\_\_

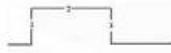


Figure 1-1

9) Which edge in Figure 1-1 is the trailing edge?  
A) 1      B) 2      C) 3      D) Both 1 and 3      9) \_\_\_\_\_

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## SAP C\_THR97\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<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 3	<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 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q32-Q37):

#### NEW QUESTION # 32

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2ProcessVariant
- B. ONB2ProcessTask
- C. ONB2Process**
- D. ONB2ProcessTrigger

**Answer: C**

Explanation:

The restart feature in SAP SuccessFactors Onboarding allows administrators to restart an onboarding process for a new hire, typically when errors occur or data needs to be corrected. This feature is managed through a specific Metadata Framework (MDF) object that controls the process flow.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* The ONB2Process object (Option A) is the primary MDF object used to configure and manage the onboarding process, including the restart feature. This object stores process-related data and settings, such as the process status and conditions for restarting. Administrators can configure rules or settings within this object to enable process restarts, either manually or automatically, based on specific triggers.

Option B (ONB2ProcessTask) is incorrect because it manages individual tasks within the process, not the overall process restart.

Option C (ONB2ProcessTrigger) is incorrect because it is used for initiating processes or tasks, not for handling restarts. Option D (ONB2ProcessVariant) is incorrect because it defines variations of the onboarding process, not the restart functionality.

#### NEW QUESTION # 33

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

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

**Answer: A**

Explanation:

When initiating the internal hire process with an external applicant tracking system, "Employee ID" and "Name" are required to

identify the employee, ensuring accurate matching and continuity of the candidate's profile data within SAP SuccessFactors.

#### NEW QUESTION # 34

How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?

Note: There are 2 correct answers to this question.

- A. Add the business rule to the Onboarding Configuration in Manage Data
- B. Enable the Employment Profile Selection API
- C. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- D. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario

**Answer: A,D**

Explanation:

The Employment Profile Selection page in SAP SuccessFactors Onboarding allows internal hires or employees undergoing legal entity transfers to select or confirm their employment profile. Enabling this feature requires specific configurations to trigger the page in the onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario (Option A): A business rule is created in Configure Business Rules with the Trigger Employment Profile Selection for Internal Hires scenario to activate the Employment Profile Selection page for relevant users.

\* Add the business rule to the Onboarding Configuration in Manage Data (Option C): The business rule is added to the ONB2Processor related configuration object in Manage Data to integrate the Employment Profile Selection page into the onboarding process flow.

Option B (Enable the Employment Profile Selection API) is incorrect because there is no specific API for enabling this page; it is controlled by business rules. Option D (Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template) is incorrect because the welcome message template is unrelated to enabling the profile selection page.

#### NEW QUESTION # 35

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Configure all the Event Reasons.
- B. Create an export of new hire data using only a middleware system
- C. Configure the Onboarding data model.
- D. Create an export of new hire data using Integration Center or OData APIs.
- E. Import Employee Data using Integration Center or OData APIs.

**Answer: C,D,E**

Explanation:

To integrate an external HRIS with SAP SuccessFactors Onboarding, it is necessary to import employee data using Integration Center or OData APIs, configure the Onboarding data model, and create an export of new hire data. These configurations facilitate the seamless exchange of employee information across systems.

#### NEW QUESTION # 36

Which Onboarding process is supported for external HRIS integrations?

- A. Offboarding process
- B. Onboarding process
- C. Crossboarding process
- D. Internal Hire process

**Answer: B**

Explanation:

External HRIS integrations with SAP SuccessFactors Onboarding enable data transfer to support various HR processes. The primary process supported for such integrations is the standard onboarding process for new hires.

According to the SAP SuccessFactors Onboarding and Integration Guide:

\* Onboarding process(Option A): The standard onboarding process is fully supported for external HRIS integrations, allowing data (e.g., candidate details, job information) to be imported from an external HRIS via APIs or Integration Center to initiate onboarding for new hires.

Option B (Offboarding process) is incorrect because offboarding integrations are less common and typically rely on Employee Central or manual initiation. Option C (Crossboarding process) is incorrect because crossboarding (e.g., role changes) is primarily internal and not a standard focus for external HRIS integration.

Option D (Internal Hire process) is incorrect because internal hires are managed within SuccessFactors, not typically via external HRIS.

## NEW QUESTION # 37

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