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SAP exam simulation software is the best offline method to boost preparation for the SAP C_THR97_2411 examination. The software creates a C_THR97_2411 real practice test-like scenario where aspirants face actual C_THR97_2411 exam questions. This feature creates awareness among users about SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam pattern and syllabus. With the desktop SAP C_THR97_2411 Practice Exam software, you can practice for the test offline via any Windows-based computer.

SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

Topic 3	• 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.
Topic 4	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 5	• 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 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q55-Q60):

NEW QUESTION # 55
How can you create a custom task for an onboarding program?
Note: There are 2 correct answers to this question.

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

Answer: B,D

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 inConfigure Object Definitionsto 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 inConfigure Business Rulesto 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 # 56
Which role types are supported to electronically sign Onboarding documents?
Note: There are 3 correct answers to this question.

- A. Onboardee
- B. Matrix Manager
- C. Future Manager
- D. HR Manager
- E. Second Manager

Answer: A,C,D

NEW QUESTION # 57
A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system.

Which email template is generated in the Onboarding process for this to happen?

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

Answer: C

Explanation:
In SAP SuccessFactors Onboarding, when a new hire is initiated into the system, an email is sent to provide access credentials, including a reset password link for external users (new hires who have not yet become internal employees). This is handled by the(ONB) External User Welcome Message Template, which is specifically designed to communicate with external users during the Onboarding process.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* The(ONB) External User Welcome Message Templateis triggered when a new hire is added to the Onboarding process, typically during the initiation phase or when the new hire is moved to theManage Pending Hiresstep. This email includes a link for the new hire to reset their password and access the SuccessFactors system as an external user.
Option A (Welcome Message Notification with Reset Password Support Template) is incorrect because this is not a standard template in Onboarding. Option C ((ONB) New Welcome Message Added Template) does not exist in the system. Option D ((ONB) New Hire Welcome Message) is incorrect because this template is used for general welcome communication, not specifically for password reset links.

NEW QUESTION # 58
What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

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

Answer: A

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:
* TheONB2Processobject (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 # 59
What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Manage Data
- B. Manage Business Configuration
- C. Manage Configuration UI
- D. Rehire Inactive Employee

Answer: A

Explanation:
"Manage Data" in Admin Center allows administrators to configure Hire/Rehire parameters, defining specific field criteria to identify

potential rehires and match records accurately for streamlined rehiring processes.

NEW QUESTION # 60

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