

Searching The Examcollection C_THR97_2411 Vce, Passed Half of SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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.
Topic 2	<ul style="list-style-type: none">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	<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 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">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.
Topic 6	<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 7	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q13-Q18):

NEW QUESTION # 13

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Manually start the process within Offboarding.
- B. Integrate with SAP SuccessFactors Employee Central.
- C. Mass import with a CSV file.
- D. Integrate from an external HRIS.

Answer: B

NEW QUESTION # 14

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Mass import with a CSV file
- B. Manually start the process within Offboarding
- C. Integrate with SAP SuccessFactors Employee Central
- D. Integrate from an external HRIS

Answer: C

Explanation:

Offboarding can be triggered through integration with SAP SuccessFactors Employee Central, allowing the process to initiate automatically based on employee termination events within the system, thus maintaining seamless HR workflows.

NEW QUESTION # 15

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- B. Process restart for new hires
- C. Onboarding for new hires
- D. Internal hire from transferring employees

Answer: C,D

NEW QUESTION # 16

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 and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- C. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- D. Enable the Employment Profile Selection API

Answer: A,C

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 # 17

What are the standard Offboarding process steps? Note: There are 3 correct answers to this question.

- A. Manager review
- B. Document flow
- C. Compliance forms
- D. Additional data collection
- E. Employee review

Answer: A,B,E

NEW QUESTION # 18

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