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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	• 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 3	• 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 4	• 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 5	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

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Many students did not perform well before they use SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding actual test. They did not like to study, and they disliked the feeling of being watched by the teacher. They even felt a headache when they read a book. There are also some students who studied hard, but their performance was always poor. Basically, these students have problems in their learning methods. C-THR97-2411 prep torrent provides students with a new set of learning modes which free them from the rigid learning methods.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q22-Q27):

NEW QUESTION # 22

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the Process Management permission to the Onboarding administrator role
- **B. Add the administrator to OnboardingBPEServiceUser group**
- C. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- D. Add the administrator to OnboardingBpeAdmin group

Answer: B

NEW QUESTION # 23

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

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

Answer: B

NEW QUESTION # 24

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding activity
- B. To define who completes each offboarding program
- **C. To define who completes each offboarding task**
- D. To define who can complete both offboarding and onboarding tasks

Answer: C

Explanation:

Setting permissions for each type of Offboarding task ensures that the appropriate users (e.g., exiting employee, manager, HR) are assigned to complete specific tasks, maintaining process efficiency and compliance.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* To define who completes each offboarding task (Option C): Permissions are configured in Manage Permission Role to assign specific offboarding tasks (e.g., completing exit surveys, returning assets) to designated roles or users. This ensures that only authorized individuals can access and complete their assigned tasks.

Option A (offboarding activity) is incorrect because "activity" is a broader term, and permissions are set at the task level. Option B (offboarding program) is incorrect because permissions are task-specific, not program-wide. Option D (both offboarding and onboarding tasks) is incorrect because permissions are set separately for onboarding and offboarding tasks, not combined.

NEW QUESTION # 25

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

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

Answer: A

Explanation:

The Emp Job API in SAP SuccessFactors enables the creation of transfer events to update an employee's profile when they are moving to a new position internally. This functionality is vital for keeping employee records accurate and reflective of current assignments and roles within the organization.

NEW QUESTION # 26

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- **A. Initiate Onboarding from an external applicant tracking system**
- B. Add a New Employee in Admin Center.
- **C. Add a new hire to Onboarding in Admin Center.**
- D. Import a CSV file of new hires in Admin Center.
- **E. Initiate Onboarding from SAP SuccessFactors Recruiting.**

Answer: A,C,E

Explanation:

The Onboarding process in SAP SuccessFactors can be initiated through multiple avenues. New hires can be added directly in the Admin Center, or onboarding can begin automatically when a new employee is hired from SAP SuccessFactors Recruiting. Additionally, integration with external applicant tracking systems allows onboarding initiation for candidates hired outside SAP SuccessFactors.

NEW QUESTION # 27

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