

C-THR97-2411 Test Questions Answers & Formal C-THR97-2411 Test



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While making revisions and modifications to the SAP C-THR97-2411 practice exam, our team takes reports from over 90,000 professionals worldwide to make the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam questions foolproof. To make you capable of preparing for the SAP C-THR97-2411 Exam smoothly, we provide actual SAP C-THR97-2411 exam dumps.

SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	• 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 3	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q57-Q62):

NEW QUESTION # 57

How is mobile functionality supported with Onboarding?

- A. Through mobile browsers the SAP SuccessFactors app
- **B. Through mobile browsers only**
- C. Through Admin Center Mobile access only
- D. Through the SAP SuccessFactors app only

Answer: B

NEW QUESTION # 58

A new hire receives an e-mail that contains a reset password link to access the SAP SuccessFactors system. Which e-mail template is generated in the Onboarding process for this to happen?

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

Answer: C

Explanation:

The "Welcome Message Notification with Reset Password Support Template" is used in SAP SuccessFactors Onboarding to send new hires a reset password link. This email template helps new hires access the system securely with their new credentials.

NEW QUESTION # 59

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

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

Answer: D

Explanation:

The EmpJob API in SAP SuccessFactors is used to manage job-related data for employees, such as position, department, or location. In the context of the internal hire process, it is used to update the employee's profile during transitions like transfers.

According to the SAP SuccessFactors Onboarding and Integration Guide:

* To create a transfer event and update the employee profile record (Option B): The EmpJob API is used to create a transfer event (e.g., a change in job or legal entity) and update the employee's profile in Employee Central with the new job details, ensuring the internal hire's record reflects the updated role.

Option A (To send data from Recruiting Management to Onboarding) is incorrect because the EmpJob API is not used for Recruiting-to-Onboarding data transfer; other APIs (e.g., OData) handle that. Option C (To initiate the internal hire process) is incorrect because initiation is managed by process triggers, not the EmpJob API. Option D (To convert the external user to an internal hire) is incorrect because internal hires are already internal users, and the EmpJob API is not used for user conversion.

NEW QUESTION # 60

What rules do you have to configure for the New Hire Data Collection and Personal Paperwork steps?

- A. SAP_ONB2_ECDataCollectionCheck
- **B. SAP_ONB2_DataCollectionConfigSelect**

- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_HMReviewCheck

Answer: B

Explanation:

The rule "SAP_ONB2_DataCollectionConfigSelect" is configured for the New Hire Data Collection and Personal Paperwork steps, ensuring that data collection settings are applied accurately to support the onboarding workflow and data consistency.

NEW QUESTION # 61

What rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_HMReviewCheck
- B. SAP_ONB2_ECDataCollectionCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_DataCollectionConfigSelect

Answer: A,B

Explanation:

The rules "SAP_ONB2_ECDataCollectionCheck" and "SAP_ONB2_HMReviewCheck" are configured for the Review New Hire Data and Personal Data Collection steps. These rules ensure data is correctly reviewed and validated during onboarding, enhancing data accuracy and completeness.

NEW QUESTION # 62

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