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Active@ and Trinity Rescue Kit are examples of _____. --
CORRECT ANSWER--tools used to change passwords

Attackers' attempts to stop their attacks from being detected are referred to as _____. --CORRECT ANSWER--covering tracks

_____ is designed to convert fully qualified domain names (FQDNs) into numeric Internet Protocol (IP) addresses or IP addresses into FQDNs. --CORRECT ANSWER--Domain Name System (DNS)

Which of the following is NOT a step in the common lock picking method of scraping? --CORRECT ANSWER--A pry bar is used to pry the lock away from the door.

Which of the following statements is NOT true regarding Address Resolution Protocol (ARP) poisoning? --CORRECT ANSWER--It cannot be used to tap Voice over IP (VoIP) phone calls.

A mechanical or electronic device designed to secure, hold, or close items operated by a key, combination, or keycard is a _____. --
CORRECT ANSWER--lock

Page 3 of 20

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SAP C_THR97_2411 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q39-Q44):

NEW QUESTION # 39

What scheduled job type do you create so new hires become internal users?

- A. ConvertExternalUserOnStartDateJob
- B. New Hire Export
- C. External to Internal Candidate Profile Conversion
- D. OnStartDateStatusChange

Answer: A

Explanation:

In SAP SuccessFactors Onboarding, new hires start as external users (e.g., with limited system access for onboarding tasks) and must be converted to internal users (employees) with full system access on their start date. This process is automated through a scheduled job.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* ConvertExternalUserOnStartDateJob(Option C): This scheduled job type is created in Provisioning or Scheduled Jobs to automatically convert external users (new hires) to internal users on their start date. The job updates the user's status and grants access to Employee Central and other internal modules.

Option A (OnStartDateStatusChange) is incorrect because it is not a standard job type for user conversion.

Option B (New Hire Export) is incorrect because it is used for exporting data, not converting users. Option D (External to Internal Candidate Profile Conversion) is incorrect because it pertains to recruiting processes, not onboarding user conversion.

NEW QUESTION # 40

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. **SOAP**
- B. RFC
- C. **OData**
- D. IDoc

Answer: A,C

Explanation:

SAP recommends using OData and SOAP APIs for clean core integrations, as these API types support efficient data exchange while minimizing dependencies and customization within the core SAP environment.

NEW QUESTION # 41

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By importing a CSV file through Integration Center
- B. By integrating with SAP SuccessFactors Recruiting Management
- C. By importing a CSV file in Admin Center
- D. By integrating with an external applicant tracking system
- E. By using Add New Hire to Onboarding in Admin Center

Answer: B,D,E

Explanation:

New hire onboarding records can be created by using the "Add New Hire to Onboarding" option, integrating with SAP SuccessFactors Recruiting Management, or integrating with an external applicant tracking system. These methods ensure onboarding data is accurately captured for new hires.

NEW QUESTION # 42

Which role types are supported to electronically sign Onboarding documents? Note: There are 3 correct answers to this question.

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

Answer: A,C,D

NEW QUESTION # 43

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

- A. ONB2ProcessVariant
- B. ONB2Process
- C. ONB2Process Task
- D. ONB2Process Trigger

Answer: B

NEW QUESTION # 44

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