

Actual C-THR97-2411 Test, C-THR97-2411 Online Lab Simulation



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Just like the old saying goes, there is no royal road to success, and only those who do not dread the fatiguing climb of gaining its numinous summits. In a similar way, there is no smoothly paved road to the C-THR97-2411 certification. You have to work on it and get started from now. If you want to gain the related certification, it is very necessary that you are bound to spend some time on carefully preparing for the C-THR97-2411 Exam, including choosing the convenient and practical study materials, sticking to study and keep an optimistic attitude and so on.

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">• 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 3	<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 4	<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 5	<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 6	<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.

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding practice exam material is available in three different formats i.e SAP C-THR97-2411 dumps PDF format, web-based practice test software, and desktop C-THR97-2411 practice exam software. PDF format is pretty much easy to use for the ones who always have their smart devices and love to prepare for C-THR97-2411 Exam from them. Applicants can also make notes of printed SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C-THR97-2411) exam material so they can use it anywhere in order to pass SAP C-THR97-2411 Certification with a good score.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q18-Q23):

NEW QUESTION # 18

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign API Account ID
- B. DocuSign Account Username
- C. DocuSign Account Password
- D. DocuSign User ID

Answer: A,D

NEW QUESTION # 19

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- A. Manage Document Template
- B. Manage Documents
- C. Manage Document Template Mapping
- D. Manage Document Visibility

Answer: A,B

NEW QUESTION # 20

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Additional Onboarding Data Collection
- C. Create New Hire Tasks
- D. New Employee
- E. New Hire Verification

Answer: A,B,C

Explanation:

The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding processes by adding or modifying steps to meet specific organizational needs. These steps are added to the process flow to ensure all required tasks are completed.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create New Hire Tasks(Option A): This step allows the creation of tasks assigned to new hires, hiring managers, or other stakeholders, such as completing forms or attending orientation.

* Additional Onboarding Data Collection(Option C): This step enables the collection of supplementary data beyond the standard

Personal Data Collection, using custom MDF objects or forms.

* Compliance Forms(Option E): This step involves adding forms to ensure compliance with legal or organizational requirements, such as tax documents or policy acknowledgments.

Option B (New Employee) is incorrect because it is not a specific step; it refers to the new hire, not a process step. Option D (New Hire Verification) is incorrect because verification is typically part of other steps (e.g., Review New Hire Data) and not a distinct step in the Process Variant Manager.

NEW QUESTION # 21

Which parameters in the createOnboardee API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

- A. hireType
- B. **LEGAL_ENTITY_TRANSFER_NEW_EMPL_**
- C. initiateOnboardingforUser
- D. internalUserId

Answer: A,B

NEW QUESTION # 22

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

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

Answer: B

Explanation:

The "ConvertExternalUserOnStartDateJob" is the scheduled job type used to convert new hires from external to internal user status on their start date. This job ensures that new hires have the appropriate internal user profile when they officially join the organization.

NEW QUESTION # 23

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