

C_THR97_2411 Reliable Dumps Questions | New C_THR97_2411 Test Labs



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
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"> • 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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It is similar to the C_THR97_2411 desktop-based software, with all the elements of the desktop practice exam. This mock exam can be accessed from any browser and does not require installation. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) questions in the mock test are the same as those in the real exam. And candidates will be able to take the web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) practice test immediately through any operating system and browsers.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q42-Q47):

NEW QUESTION # 42

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:

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 Jobsto 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 # 43

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- A. Manage Pending Hires
- B. Personal Data Collection
- C. Additional Onboarding Data Collection
- D. Review New Hire Data

Answer: B,D

NEW QUESTION # 44

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- A. Custom data from MDF custom objects
- B. Email notifications

- C. All documents
- **D. Documents with sensitive data**
- E. Data from Recruiting Management and Employee Central

Answer: A,B,D

NEW QUESTION # 45

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

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

Answer: B,C,D

NEW QUESTION # 46

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Additional Data Collection
- **B. Employee Review**
- **C. Manager Review**
- D. Compliance Forms
- **E. Document Flow**

Answer: B,C,E

Explanation:

The SAP SuccessFactors Offboarding process includes a series of standard steps to ensure a structured exit process for employees leaving the organization. These steps involve tasks for the offboarder, manager, and other stakeholders.

According to the SAP SuccessFactors Offboarding Implementation Guide:

* Employee Review(Option B): This step allows the offboarder to review and update their personal information or complete exit-related tasks, such as filling out an exit survey.

* Document Flow(Option D): This step involves routing documents (e.g., exit forms, acknowledgments) for review or e-signature, ensuring all necessary paperwork is completed.

* Manager Review(Option E): The manager reviews the offboarder's data, completes tasks like approving knowledge transfer plans, and ensures all exit requirements are met.

Option A (Additional Data Collection) is incorrect because it is primarily an Onboarding step, not standard in Offboarding. Option C (Compliance Forms) is incorrect because, while forms may be part of Document Flow, it is not a distinct standard step in the Offboarding process.

NEW QUESTION # 47

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