Free PDF Quiz 2025 High-quality C_THR97_2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Practice Guide

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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	• 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 3	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q75-Q80):

NEW QUESTION # 75
What are the steps required to auto-archive Offboarding tasks?
Note: There are 2 correct answers to this question.

- A. Enable Archive & Print in Provisioning
- B. Create a business rule that identifies the Offboarding tasks to archive
- C. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- D. Create a scheduled batch job from Provisioning that archives the Offboarding tasks

Answer: B,D

Explanation:
Auto-archiving Offboarding tasks in SAP SuccessFactors ensures that completed tasks are stored efficiently, maintaining system performance and compliance with data retention policies. This process involves configuring rules and scheduling jobs to automate archiving.
According to the SAP SuccessFactors Offboarding Configuration Guide:
* Create a business rule that identifies the Offboarding tasks to archive(Option B): A business rule is configured inConfigure Business Rulesto define criteria for identifying completed Offboarding tasks (e.g., tasks older than a specified period) that are eligible for archiving.
* Create a scheduled batch job from Provisioning that archives the Offboarding tasks(Option D): A scheduled batch job is set up inProvisioningto automatically archive the identified Offboarding tasks based on the business rule, ensuring regular cleanup of the system.
Option A (Create a scheduled batch job from the front-end system) is incorrect because batch jobs for archiving are configured in Provisioning, not the front-end system (Admin Center). Option C (Enable Archive
& Print in Provisioning) is incorrect because Archive & Print is unrelated to task archiving; it pertains to document generation.

NEW QUESTION # 76
How can you associate a custom object to an onboarding process?

- A. Go to Admin Center → Configure Business Rules → Activate Rule ONB2_CustomDataCollectionCheck.
- B. Go to Admin Center → Configure Object Definitions.
- C. Go to Admin Center → Manage Permission Roles → Metadata Framework.
- D. Go to Admin Center Manage Business Configuration.

Answer: B

NEW QUESTION # 77
If a responsibility group is NOT assigned to an onboarding task who will be assigned by default?

- A. The Onboarding Administrator will be considered as responsible owner.
- B. The HR Manager will be considered as responsible owner.
- C. The Hiring Manager will be considered as responsible owner.
- D. The Recruiter will be considered as responsible owner.

Answer: C

NEW QUESTION # 78

What type of status should a candidate be in to successfully initiate Onboarding?

- A. Initiate onboarding
- B. Hired
- C. None
- D. Hireable

Answer: D

Explanation:
For onboarding to be initiated, a candidate's status must be set to "Hireable." This status confirms the candidate is eligible for onboarding processes to begin, aligning with the hiring workflow in SAP SuccessFactors.

NEW QUESTION # 79

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using only a middleware system.
- B. Configure all the Event Reasons.
- C. Create an export of new hire data using Integration Center or OData APIs.
- D. Configure the Onboarding data model.
- E. Import Employee Data using Integration Center or OData APIs.

Answer: C,D,E

Explanation:
To integrate an external HRIS with SAP SuccessFactors Onboarding, it is necessary to import employee data using Integration Center or OData APIs, configure the Onboarding data model, and create an export of new hire data. These configurations facilitate the seamless exchange of employee information across systems.

NEW QUESTION # 80

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