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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

Topic 3	• 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 4	• 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.

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100% Pass Quiz 2025 SAP C-THR97-2411: Unparalleled Latest Braindumps SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Ebook

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):

NEW QUESTION # 80

What are some SAP-recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish regular housekeeping tasks and procedures.

Answer: A,B,C

Explanation:

SAP's guiding principles for clean core operations include defining roles and responsibilities, establishing release management, and creating a structured methodology for clean core transformations. These steps help maintain system efficiency, reduce technical debt, and ensure sustainable operations.

NEW QUESTION # 81

How can you assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Set up role-based permissions.
- B. Set rule "SAP_ONB2_HMReviewCheck" to True.
- C. Add an HRIS element in the user data file.
- D. Create a custom HRIS element as an MDF object.

Answer: A,B

Explanation:

Assigning the Review New Hire Data step to a hiring manager can be done by configuring role-based permissions to allow access and setting the "SAP_ONB2_HMReviewCheck" rule to True. These configurations ensure that hiring managers have the correct access to perform data reviews for new hires.

NEW QUESTION # 82

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after an automatic process restart.
- B. Data captured from the onboarding process will be replaced by data from Recruiting.
- C. Data captured from the onboarding process can be retained after a manual or automatic process restart.
- **D. Data captured from the onboarding process can be retained after a manual process restart.**

Answer: D

Explanation:

In SAP SuccessFactors Onboarding, when a process restart is triggered manually, it allows data retention from the onboarding process, helping maintain consistency and ensuring the data previously entered is not lost unless explicitly reset.

NEW QUESTION # 83

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- **C. SAP Business Accelerator Hub**

Answer: C

NEW QUESTION # 84

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- **A. Link the custom MDF object to the custom task**
- B. Configure the visibility of the custom MDF object
- C. Create a UI in Manage Configuration UI for the custom MDF object
- **D. Create a custom MDF object**

Answer: A,D

Explanation:

Creating a custom task for an onboarding program in SAP SuccessFactors Onboarding involves defining a new task structure and associating it with the program. This typically requires using Metadata Framework (MDF) objects to store task-related data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a custom MDF object (Option A): A custom MDF object is created in Configure Object Definition to define the fields and structure of the custom task (e.g., task name, due date, or assignee).

* Link the custom MDF object to the custom task (Option B): The custom MDF object is linked to the task in the onboarding program configuration (e.g., via Process Variant Manager or Manage Onboarding Programs) to ensure the task is included in the process flow.

Option C (Configure the visibility of the custom MDF object) is incorrect because visibility is configured for data collection steps, not directly for tasks. Option D (Create a UI in Manage Configuration UI) is incorrect because creating a UI is optional for administrative purposes and not required for task creation.

NEW QUESTION # 85

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