

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding training torrent & C-THR97-2411 free download pdf are the key to success



SAP CERTIFICATION

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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">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 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.

Topic 5	<ul style="list-style-type: none"> • Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q70-Q75):

NEW QUESTION # 70

What rules do you have to configure for the New Hire Data Collection and Personal Paperwork steps?

- A. SAP_ONB2_HMReviewCheck
- B. SAP_ONB2_PreDay1AccessCheck
- C. SAP_ONB2_ECDDataCollectionCheck
- D. SAP_ONB2_DataCollectionConfigSelect

Answer: D

Explanation:

The rule "SAP_ONB2_DataCollectionConfigSelect" is configured for the New Hire Data Collection and Personal Paperwork steps, ensuring that data collection settings are applied accurately to support the onboarding workflow and data consistency.

NEW QUESTION # 71

Which RBP permissions allow a user to rehire an onboardee? Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee with New Employment
- B. Rehire Inactive Employee
- C. Rehire Inactive Employee with New Employment (by 'match' in New Hire)
- D. Rehire Inactive Employee (by 'match' in New Hire)

Answer: A,C

NEW QUESTION # 72

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding activity
- B. To define who completes each offboarding task
- C. To define who can complete both offboarding and onboarding tasks
- D. To define who completes each offboarding program

Answer: B

Explanation:

Setting permissions for each type of Offboarding task ensures that the appropriate users (e.g., exiting employee, manager, HR) are assigned to complete specific tasks, maintaining process efficiency and compliance.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* To define who completes each offboarding task(Option C): Permissions are configured in Manage Permission Roles to assign

specific offboarding tasks (e.g., completing exit surveys, returning assets) to designated roles or users. This ensures that only authorized individuals can access and complete their assigned tasks.

Option A (offboarding activity) is incorrect because "activity" is a broader term, and permissions are set at the task level. Option B (offboarding program) is incorrect because permissions are task-specific, not program-wide. Option D (both offboarding and onboarding tasks) is incorrect because permissions are set separately for onboarding and offboarding tasks, not combined.

NEW QUESTION # 73

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

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

Answer: A

Explanation:

Managing Clean Core

NEW QUESTION # 74

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Rehire Inactive Employee
- B. Manage Configuration UI
- C. Manage Business Configuration
- D. **Manage Data**

Answer: D

Explanation:

Configuring Hire/Rehire parameters in SAP SuccessFactors Onboarding involves defining the fields used to match new hire data against existing employee records to identify potential rehires. This is done through a specific admin tool.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Manage Data(Option C): The Manage Data tool in Admin Center is used to configure the Hire/Rehire Configuration generic object, where administrators define matching criteria such as National ID, First Name, Last Name, or Date of Birth to identify potential rehires during the onboarding process.

Option A (Manage Business Configuration) is incorrect because it is used for configuring HRIS elements in Employee Central, not rehire parameters. Option B (Rehire Inactive Employee) is incorrect because it is an action, not a configuration tool. Option D (Manage Configuration UI) is incorrect because it is used for customizing user interfaces, not configuring rehire matching fields.

NEW QUESTION # 75

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