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DumpExam offers a free demo of SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) exam dumps before the purchase to test the features of the products. DumpExam also offers 1 year of free C_THR97_2411 exam questions updates if the C_THR97_2411 certification exam content changes after purchasing our C_THR97_2411 Exam Dumps. It is possible to adjust the C_THR97_2411 practice test difficulty levels according to your needs. You can choose the number of SAP C_THR97_2411 questions and topics.

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	• 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	• 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 4	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within 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.
Topic 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q47-Q52):

NEW QUESTION # 47

How can you make new hire Company Documents visible to onboarding participants?

- A. Create a custom card on the homepage and insert a document link on the content
- B. Define business rules for the document templates
- C. Provide permission for Manage Documents
- D. Provide permission to the SuccessFactors Document Management System

Answer: C

Explanation:
To make Company Documents visible to onboarding participants (e.g., new hires or hiring managers), you need to grant the appropriate permissions to access these documents in the SAP SuccessFactors system.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Provide permission for Manage Documents(Option C): TheManage Documentspermission allows onboarding participants to view and interact with Company Documents assigned to them during the Onboarding process. This permission is configured inManage Permission Rolesand assigned to the relevant user groups (e.g., OnboardingExternalUser or hiring manager roles).
Option A (Define business rules) is incorrect because business rules are used for validation or triggering actions, not for controlling document visibility. Option B (Create a custom card on the homepage) is incorrect because homepage cards are for navigation or quick access, not for document visibility. Option D (Provide permission to the SuccessFactors Document Management System) is incorrect because there is no specific permission named for the Document Management System; document access is controlled viaManage Documents.

NEW QUESTION # 48

Which processes functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS? Note: There are 2 correct answers to this question.

- A. Process restart for new hires
- B. Internal hire from transferring employees
- C. Offboarding for terminating employees
- D. Onboarding for new hires

Answer: A,D

NEW QUESTION # 49

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 will be replaced by data from Recruiting.
- B. Data captured from the onboarding process can be retained after an automatic process restart.
- 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 # 50
Which onboarding processes are supported by the function automatic hiring in Onboarding?
Note: There are 3 correct answers to this question.

- A. Rehire
- B. Regular Hire
- C. Concurrent Employment
- D. Rehire with New Employment
- E. Global Assignment

Answer: A,B,D

Explanation:
The automatic hiring function in SAP SuccessFactors Onboarding enables the system to initiate onboarding processes automatically based on triggers, such as integration with Recruiting Management or external systems. This function supports specific onboarding scenarios.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Regular Hire(Option A): Automatic hiring supports the standard onboarding process for new hires, initiated when a candidate is marked as Hired in Recruiting Management or an external ATS.
* Rehire(Option D): The function supports rehires, where the system identifies returning employees and initiates onboarding with rehire-specific checks and configurations.
* Rehire with New Employment(Option E): This scenario is supported for rehires who are treated as new employees (e.g., with a new employee ID), allowing automatic initiation of onboarding with distinct employment records.
Option B (Concurrent Employment) is incorrect because concurrent employment is managed in Employee Central and not directly supported by automatic hiring in Onboarding. Option C (Global Assignment) is incorrect because global assignments are configured separately and not part of the automatic hiring function.

NEW QUESTION # 51
How do you grant your administrator the ability to update the Onboarding Process Flows tool?

- A. Add the administrator to the OnboardingBpeAdmin group
- B. Add the administrator to the SAP_ONB2_ErrorFlowAdmins group
- C. Add the administrator to the OnboardingBPEServiceUser group
- D. Add the Process Management permission to the Onboarding administrator role

Answer: A

Explanation:
Adding the administrator to the OnboardingBpeAdmin group provides them with the necessary permissions to update and manage the Onboarding Process Flows tool. This group is designated for administrators responsible for overseeing onboarding process configurations.

NEW QUESTION # 52
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