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SAP Certified Associate - Implementation Consultant - SAP
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QUESTION & ANSWERS

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Tech firms award high-paying job contracts to SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) certification holders. Every year many aspirants appear in the C_THR97_2411 test of the certification, but few of them cannot crack it because of not finding reliable SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding prep materials. So, you must prepare with real exam questions to pass the certification exam. If you don't rely on actual exam questions, you will fail and loss time and money.

SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	• 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 3	• 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	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q25-Q30):

NEW QUESTION # 25

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?

Note: There are 3 correct answers to this question.

- A. First Name, Middle Name, Last Name
- B. National ID
- C. First Name, Last Name, Date of Birth
- D. Date of Birth
- E. First Name, Last Name

Answer: B,C,E

NEW QUESTION # 26

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_HMReviewCheck
- B. ONB2_CustomDataCollectionCheck
- C. ONB2_PreDay1AccessCheck
- D. ONB2_InternalHire_Configuration
- E. ONB2_ECDDataCollectionCheck

Answer: A,B,E

Explanation:

Standard business rules in SAP SuccessFactors Onboarding are used to automate and control data collection processes, ensuring that the right data is collected and validated at the appropriate steps.

According to the SAP SuccessFactors Onboarding Implementation Guide:

- * ONB2_HMReviewCheck(Option B): This rule assigns the Review New Hire Data step to the hiring manager and ensures that the data collected (e.g., personal or job information) is reviewed for accuracy.
- * ONB2_ECDataCollectionCheck(Option C): This rule validates data collected during the Personal Data Collection step, ensuring it aligns with Employee Central requirements and is complete before proceeding.
- * ONB2_CustomDataCollectionCheck(Option E): This rule is used to validate data collected in custom data collection steps, such as those using custom MDF objects, ensuring compliance with defined criteria.

Option A (ONB2_InternalHire_Configuration) is incorrect because it configures internal hire processes, not data collection specifically. Option D (ONB2_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection processes.

NEW QUESTION # 27

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- **A. By integrating with an external applicant tracking system**
- B. By importing a CSV file in Admin Center
- **C. By using Add New Hire to Onboarding in Admin Center**
- **D. By integrating with SAP SuccessFactors Recruiting Management**
- E. By importing a CSV file through Integration Center

Answer: A,C,D

Explanation:

New hire onboarding records can be created by using the "Add New Hire to Onboarding" option, integrating with SAP SuccessFactors Recruiting Management, or integrating with an external applicant tracking system. These methods ensure onboarding data is accurately captured for new hires.

NEW QUESTION # 28

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

Note: There are 2 correct answers to this question.

- A. Create email notifications for the custom task.
- **B. Create a custom MDF object.**
- C. Define a business rule for the custom task.
- **D. Create a UI using the UI Template Editor.**

Answer: B,D

Explanation:

Custom tasks for offboarding programs can be created by developing a custom MDF object, which enables the configuration of unique tasks tailored to the offboarding process. Additionally, creating a user interface through the UI Template Editor allows these tasks to be displayed and managed effectively within the SuccessFactors system.

NEW QUESTION # 29

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

Note: There are 2 correct answers to this question.

- **A. Qualtrics collects the exit survey information and reports the results.**
- B. Onboarding collects the new hire experiences and Qualtrics reports the results.
- **C. Qualtrics collects the new hire experiences and reports the results.**
- D. Offboarding collects the exit survey information and Qualtrics reports the results.

Answer: A,C

Explanation:

Qualtrics integration with SAP SuccessFactors enables the collection of lifecycle data, such as new hire experiences and exit survey information. Qualtrics handles the collection and reporting of this feedback, providing valuable insights into employee experiences during onboarding and offboarding.

NEW QUESTION # 30

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