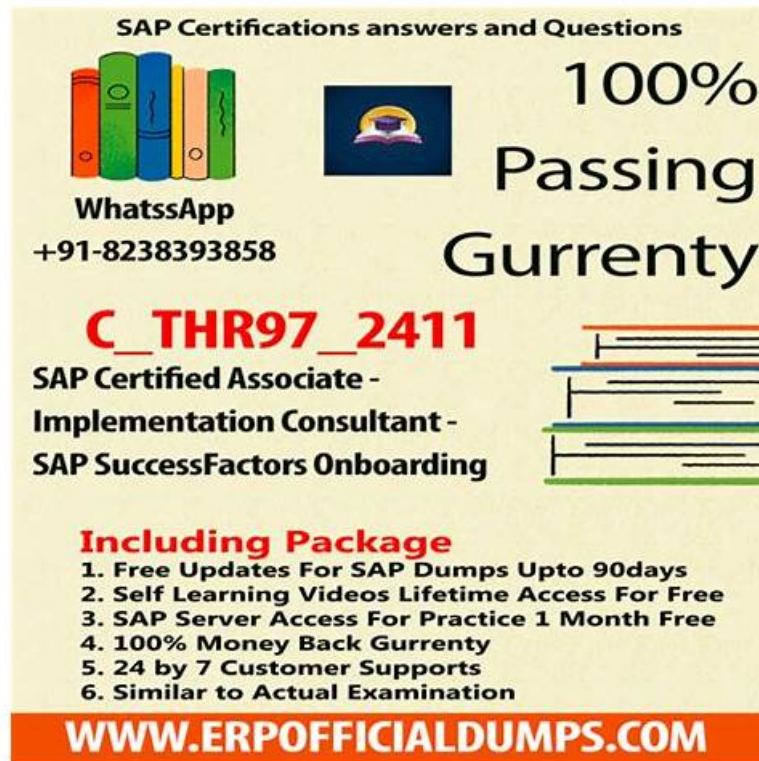# Quiz 2026 SAP High Hit-Rate C-THR97-2411: Sample SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Questions Answers

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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 2	• 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	• 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 4	• 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	• 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 6	• 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.

>> Sample C-THR97-2411 Questions Answers <<

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

NEW QUESTION # 25
Which new hire data is used for the first rehire check in the Onboarding process?
Note: There are 2 correct answers to this question.

- A. Data from the applicant tracking system
- B. Data captured during the Review New Hire Data step
- C. Data coming from the Add New Hire to Onboarding tool
- D. Data captured during the Personal Data Collection/Paperwork step

Answer: A,B

Explanation:
The first rehire check in Onboarding uses data from the Review New Hire Data step and data from the applicant tracking system (ATS). This initial check helps identify potential rehires and ensures data consistency across onboarding processes.

NEW QUESTION # 26
In the Onboarding process which new-hire-specific tasks can be completed on behalf of the new hire? Note: There are 2 correct answers to this question.

- A. Compliance Forms
- B. Additional Data Collection
- C. Personal Data Collection
- D. Document Flow

Answer: B,C

NEW QUESTION # 27
In the internal hire process, why would you use the Emp Job API to update the employee profile?

- A. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- B. To initiate the internal hire process using the transfer event
- C. To send data from Recruiting Management to Onboarding
- D. To create a transfer event and update the employee profile record

Answer: D

Explanation:
The Emp Job API in SAP SuccessFactors enables the creation of transfer events to update an employee's profile when they are moving to a new position internally. This functionality is vital for keeping employee records accurate and reflective of current assignments and roles within the organization.

NEW QUESTION # 28
How can you create a custom task for an onboarding program? Note: There are 2 correct answers to this question.

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

Answer: C,D

NEW QUESTION # 29
What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite? Note: There are 3 correct answers to this question.

- A. Map the desired fields using the Onboarding Integration Setup tool in Admin Center.
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.
- C. Define the applicant status set for Onboarding in Recruiting Management.
- D. Modify the Onboarding Feature Permission on job requisition template XML files.
- E. Modify the Onboarding templates in Recruiting Management.

Answer: B,C,D

NEW QUESTION # 30
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