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SAP CERTIFICATION

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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<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.

Topic 5	<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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q22-Q27):

NEW QUESTION # 22

You have configured custom data collection and uploaded the forms in Maintain Onboarding Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- **A. Select Direct in the Mapping Type column.**
- **B. Select the fields from the MDF custom object in the Target Field column.**
- C. Select Rule in the Mapping Type column.
- **D. Choose the MDF custom object as the base object.**
- E. Create a business rule.

Answer: A,B,D

Explanation:

To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, administrators should set the MDF custom object as the base object, choose "Direct" in the Mapping Type column, and select the relevant fields in the Target Field column. This setup allows seamless integration of custom fields into onboarding document templates.

NEW QUESTION # 23

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- **A. ONB2Process**
- B. ONB2Process Trigger
- C. ONB2Process Task
- D. ONB2ProcessVariant

Answer: A

Explanation:

The ONB2Process MDF object is configured to manage the restart feature within SAP SuccessFactors Onboarding. This object enables restarting onboarding processes when necessary, ensuring data integrity and alignment with updated onboarding requirements.

NEW QUESTION # 24

Which data model contains job-related data about an employee, such as compensation data?

- **A. Succession Data Model**
- B. Country-Specific Corporate Data Model
- C. Country-Specific Succession Data Model
- D. Corporate Data Model

Answer: A

Explanation:

In SAP SuccessFactors, data models define the structure of employee data used across modules like Onboarding and Employee Central. The data model containing job-related information, including compensation data, is critical for onboarding processes where such data is collected or mapped.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Succession Data Model (Option A): The Succession Data Model includes entities like jobInfo, compInfo, and employmentInfo, which store job-related data (e.g., position, department) and compensation details (e.g., salary, bonuses). This model is used in Onboarding to populate and validate employee data during steps like Personal Data Collection or Additional Data Collection. Option B (Country-Specific Succession Data Model) is incorrect because it extends the Succession Data Model with country-specific fields but is not the primary model for job-related data. Option C (Country-Specific Corporate Data Model) is incorrect because it focuses on organizational data (e.g., legal entities), not employee job or compensation data. Option D (Corporate Data Model) is incorrect because it primarily defines organizational structures, not employee-specific job or compensation details.

NEW QUESTION # 25

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

Answer: A,D

Explanation:

Tasks such as "Personal Data Collection" and "Additional Data Collection" can be completed by onboarding participants on behalf of the new hire, allowing HR or designated users to enter necessary information directly into the system, ensuring data is accurately captured even if the new hire is unavailable.

NEW QUESTION # 26

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Meeting Task
- **B. Asset Task**
- **C. Knowledge Transfer Plan**
- D. Document Flow

Answer: B,C

Explanation:

The "Knowledge Transfer Plan" and "Asset Task" permissions are specific to the Offboarding module, allowing organizations to manage tasks related to knowledge handover and asset recovery, which are essential parts of the employee exit process.

NEW QUESTION # 27

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