

# 2026 C-THR97-2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Realistic Reliable Real Exam 100% Pass Quiz



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## SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li></ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q70-Q75):

### NEW QUESTION # 70

In which Onboarding process step do you use the Onboarding data model? Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Manage Pending Hires
- C. Review New Hire Data
- D. Additional Onboarding Data Collection

**Answer: A,D**

### NEW QUESTION # 71

Which onboarding processes are supported by the function automatic hiring in Onboarding?

Note: There are 3 correct answers to this question.

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

**Answer: B,C,E**

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 # 72

What are some SAP-recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Establish regular housekeeping tasks and procedures.
- C. Integrate clean core practices in the end-to-end value process chain.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish an organizational structure, technical foundation, and transformation methodology for clean core.

## Answer: A,D,E

Explanation:

SAP's guiding principles for clean core operations include defining roles and responsibilities, establishing release management, and creating a structured methodology for clean core transformations. These steps help maintain system efficiency, reduce technical debt, and ensure sustainable operations.

## NEW QUESTION # 73

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Additional Data Collection
- B. Document Flow
- C. Compliance Forms
- D. Employee Review
- E. Manager Review

## Answer: B,D,E

Explanation:

The SAP SuccessFactors Offboarding process includes a series of standard steps to ensure a structured exit process for employees leaving the organization. These steps involve tasks for the offboardee, manager, and other stakeholders.

According to the SAP SuccessFactors Offboarding Implementation Guide:

\* Employee Review(Option B): This step allows the offboardee to review and update their personal information or complete exit-related tasks, such as filling out an exit survey.

\* Document Flow(Option D): This step involves routing documents (e.g., exit forms, acknowledgments) for review or e-signature, ensuring all necessary paperwork is completed.

\* Manager Review(Option E): The manager reviews the offboardee's data, completes tasks like approving knowledge transfer plans, and ensures all exit requirements are met.

Option A (Additional Data Collection) is incorrect because it is primarily an Onboarding step, not standard in Offboarding. Option C (Compliance Forms) is incorrect because, while forms may be part of Document Flow, it is not a distinct standard step in the Offboarding process.

## NEW QUESTION # 74

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

- A. SAP\_ONB2\_ECDDataCollectionCheck
- B. SAP\_ONB2\_DataCollectionConfigSelect
- C. SAP\_ONB2\_PreDay1AccessCheck
- D. SAP\_ONB2\_HMReviewCheck

## Answer: B

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 # 75

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