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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q17-Q22):

NEW QUESTION # 17
Which role types are supported to electronically sign Onboarding documents?
Note: There are 3 correct answers to this question.

- A. Matrix Manager
- B. Second Manager
- C. Future Manager
- D. HR Manager
- E. Onboardee

Answer: C,D,E

Explanation:
SAP SuccessFactors Onboarding supports electronic signatures from role types like the HR Manager, Onboardee, and Future Manager, allowing these users to sign onboarding documents as part of the process.

NEW QUESTION # 18
Which role-based permission categories should you configure to define available fields in Onboarding data collection steps? Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Employee Central Effective Dated Entities
- C. Manage Workflows
- D. Employee Central API

Answer: A,D

NEW QUESTION # 19
Which admin tools allow you to create custom tokens in emails for Onboarding?
Note: There are 3 correct answers to this question.

- A. Document Generation - Manage Document Template Mapping

- B. Document Generation - Manage Document Template
- C. Configure Business Rules
- D. Email Services
- E. Maintain Onboarding and Offboarding Document Templates

Answer: A,B,D

Explanation:
Custom tokens in email templates for SAP SuccessFactors Onboarding are used to dynamically insert data (e. g., new hire name, start date) into email notifications. These tokens are configured using specific admin tools in the system.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Email Services(Option B): TheEmail Servicestool in Admin Center allows administrators to create and edit email templates, including adding custom tokens in the subject or body using the format {fieldID}.
* Document Generation - Manage Document Template(Option D): This tool enables the creation of document templates that can include custom tokens, which are then referenced in email notifications (e. g., for document links or data).
* Document Generation - Manage Document Template Mapping(Option E): This tool is used to map custom tokens to specific fields in MDF objects or other data sources, ensuring the correct data is populated in emails.
Option A (Maintain Onboarding and Offboarding Document Templates) is incorrect because it is used for uploading and managing document templates, not for creating custom tokens in emails. Option C (Configure Business Rules) is incorrect because business rules are used for logic and validation, not for defining email tokens.

NEW QUESTION # 20
How can you add a final review step in an onboarding process?
Note: There are 3 correct answers to this question.

- A. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- B. Enable Final Review in Onboarding General Settings.
- C. Add the Final Review step using Process Variant Manager.
- D. Define a business rule using the Assign Responsible Group for Data Review.
- E. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.

Answer: C,D,E

Explanation:
A final review step can be incorporated into the onboarding process by utilizing the Process Variant Manager to add the step, defining a business rule to assign responsible groups for data review, and configuring task participation through the DEFAULT_ONB2_CONFIG object. These configurations ensure data accuracy and completeness before the onboarding process concludes.

NEW QUESTION # 21
What are some of the steps to assign the Review New Hire Data step to a hiring manager?
Note: There are 2 correct answers to this question.

- A. Add an HRIS element in the user data file
- B. Set rule SAP_ONB2_HMReviewCheck to True
- C. Set up role-based permissions
- D. Create a custom HRIS element as an MDF object

Answer: B,C

Explanation:
Assigning theReview New Hire Datastep to a hiring manager in SAP SuccessFactors Onboardingrequires configuring permissions and business rules to ensure the manager is responsible for reviewing the new hire's data.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Set up role-based permissions(Option B): Role-based permissions must be configured inManage Permission Rolesto grant the hiring manager access to theReview New Hire Datatask. This includes permissions likeAccess New Hire DataandUpdate New Hire Data.

* Set rule SAP_ONB2_HMReviewCheck to True(Option C): TheSAP_ONB2_HMReviewCheck business rule, configured inConfigure Business Rules, must be set toTrueto assign the Review New Hire Data step to the hiring manager. This rule triggers the task assignment based on the manager's role.

Option A (Create a customHRIS element as an MDF object) is incorrect because HRIS elements are not required for assigning this step. Option D (Add an HRIS element in the user data file) is incorrect because user data files are used for data import, not for task assignment.

NEW QUESTION # 22

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