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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	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 4	• 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 5	• 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 6	• 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 7	• 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 8	• 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 (Q77-Q82):

NEW QUESTION # 77

How is mobile functionality supported with Onboarding?

- A. Through the SAP SuccessFactors app only
- B. Through mobile browsers the SAP SuccessFactors app
- C. Through mobile browsers only
- D. Through Admin Center Mobile access only

Answer: C

NEW QUESTION # 78

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_RehireCoordinator

- B. OnboardingBPEAdmin
- C. OnboardingBPEServiceUser
- D. OnboardingExternalUser

Answer: A,C

Explanation:

The SAP_ONB2_RehireCoordinator and OnboardingBPEServiceUser roles are default roles in SAP SuccessFactors Onboarding. These roles enable coordination and service functions, particularly in rehire and process management contexts, to support onboarding processes effectively.

NEW QUESTION # 79

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

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

Answer: A,B

NEW QUESTION # 80

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?

Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. personInfo
- C. personInfo
- D. compInfo
- E. jobInfo

Answer: A,B,E

NEW QUESTION # 81

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- A. Update New Hire Data
- B. Access Additional Onboarding Data Permission
- C. Access New Hire Data Permission
- D. Onboarding Configuration
- E. Complete Data Collection Tasks

Answer: A,C,E

Explanation:

Hiring managers or other onboarding participants (e.g., HR coordinators) may need to complete data collection tasks on behalf of a new hire, such as during the Personal Data Collection or Additional Data Collection steps. This requires specific role-based permissions (RBPs) to access and modify new hire data.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Update New Hire Data (Option A): This permission allows users to edit and update the new hire's data in the Onboarding process, including data collected during the Personal Data Collection step.

* Complete Data Collection Tasks (Option B): This permission enables users to complete data collection tasks assigned to the new hire, ensuring all required fields are filled out.

* Access New Hire Data Permission (Option D): This permission grants read access to the new hire's data, which is necessary

before updating or completing tasks on their behalf.

Option C (Access Additional Onboarding Data Permission) is incorrect because it is not a standard RBP; additional data access is covered under Access New Hire Data. Option E (Onboarding Configuration) is incorrect because it relates to administrative configuration, not task completion on behalf of a new hire.

NEW QUESTION # 82

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