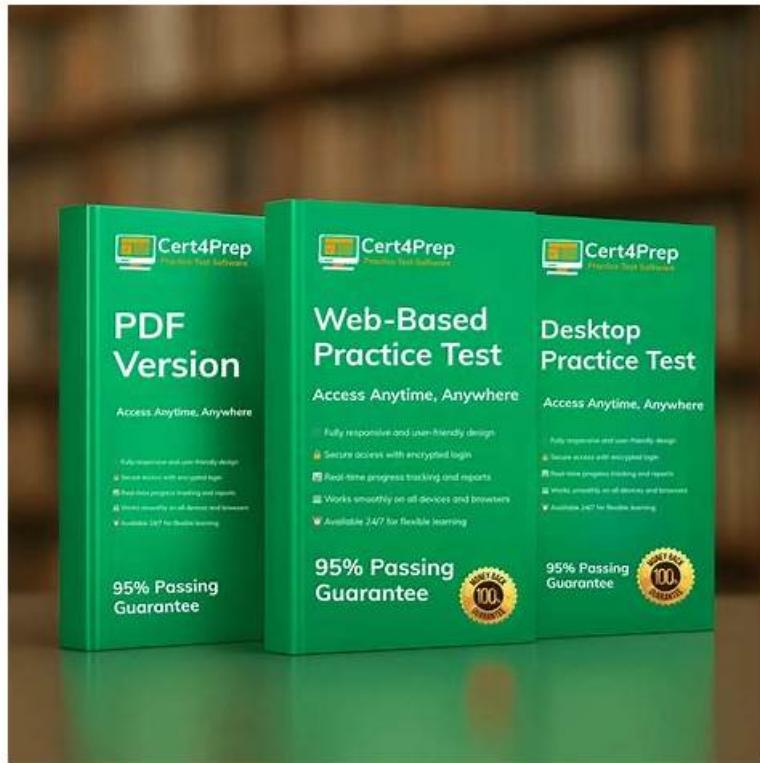


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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<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 4	<ul style="list-style-type: none">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	<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 6	<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 7	<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 (Q63-Q68):

NEW QUESTION # 63

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Sign Document
- B. Document Signature
- C. Signature
- D. Consent

Answer: C,D

NEW QUESTION # 64

What does the BizX Daily Rules Processing Batch job in Provisioning do for Onboarding?

Note: There are 3 correct answers to this question.

- A. Fetches the locations where new hires must join
- B. Updates onboarding/offboarding process flows
- C. Updates the compliance metadata records
- D. Archives the tasks of onboarding/offboarding processes
- E. Synchronizes metadata objects to the database

Answer: A,C,D

Explanation:

The BizX Daily Rules Processing Batch job in Provisioning supports Onboarding by updating compliance metadata, fetching the locations of new hires, and archiving completed onboarding/offboarding tasks. These functions help ensure the smooth operation and management of onboarding processes.

NEW QUESTION # 65

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

Answer: A,B,E

Explanation:

Configuring the integration between Onboarding and Recruiting Management requires defining the onboarding-specific applicant status, granting necessary permissions to initiate onboarding, and updating permissions in the job requisition XML files. These steps ensure alignment and access control across the onboarding workflow.

NEW QUESTION # 66

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Create a process variant without a Review New Hire Data step
- B. Define a business rule using the Update Onboarding or Offboarding Process Object scenario
- C. Cancel the Review New Hire Data task from the Onboarding dashboard
- D. Skip the step by selecting the option from the Action menu in the Onboarding dashboard

Answer: A

Explanation:

To configure an onboarding process in SAP SuccessFactors that excludes the Review New Hire Data step, the process flow must be customized to omit this step entirely. This is achieved through process configuration rather than manual actions during execution.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a process variant without a Review New Hire Data step(Option C): The Process Variant Manager is used to create or modify a process variant that excludes the Review New Hire Data step from the onboarding workflow, ensuring the process skips this step automatically.

Option A (Cancel the Review New Hire Data task from the Onboarding dashboard) is incorrect because canceling a task does not modify the process structure. Option B (Define a business rule using the Update Onboarding or Offboarding Process Object scenario) is incorrect because this scenario is used for updating process objects, not removing steps. Option D (Skip the step by selecting the option from the Action menu) is incorrect because there is no standard Action menu option to skip this step during execution.

NEW QUESTION # 67

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- A. Email notifications
- B. Custom data from MDF custom objects
- C. All documents
- D. Data from Recruiting Management and Employee Central
- E. Documents with sensitive data

Answer: A,B,E

NEW QUESTION # 68

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