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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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 3	• 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	• 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	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q65-Q70):

NEW QUESTION # 65
Who should be provided role-based permissions to perform Offboarding?
Note: There are 3 correct answers to this question.

- A. Contingent workers
- B. All employees
- C. Manager
- D. External employees
- E. Administrator

Answer: B,C,E

Explanation:
Role-based permissions should be granted to administrators, managers, and employees to ensure they can perform Offboarding tasks as required. These roles typically have responsibilities in the offboarding process, such as managing tasks and overseeing the exit process for departing employees.

NEW QUESTION # 66
How can you add a final review step in an onboarding process? Note: There are 3 correct answers to this question.

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

Answer: B,C,E

NEW QUESTION # 67
You have configured custom data collection and uploaded the forms in Maintain Onboarding and 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 Rule in the Mapping Type column
- C. Select the fields from the MDF custom object in the Target Field column
- D. Create a business rule
- E. Choose the MDF custom object as the base object

Answer: A,C,E

Explanation:
To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, you need to link the fields in the uploaded document template to the fields in a custom MDF (Metadata Framework) object used for data collection. This is done through theMaintain Onboarding and Offboarding Document Templatestool in Admin Center.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Choose the MDF custom object as the base object(Option A): The custom MDF object, created in Configure Object Definitions, serves as the base object for the data collection fields. You select this object to map its fields to the document template.
* Select the fields from the MDF custom object in the Target Field column(Option C): In the mapping configuration, you specify the target fields from the MDF custom object that correspond to the document fields, ensuring data is correctly captured.
* Select Direct in the Mapping Type column(Option D): TheDirectmapping type is used to establish a one-to-one relationship between the document field and the MDF object field, allowing data to flow directly from the form to the system.
Option B (Select Rule in the Mapping Type column) is incorrect because theRulemapping type is used for dynamic calculations or conditions, not for standard field mapping. Option E (Create a business rule) is incorrect because business rules are used for validation or triggering actions, not for mapping document fields to MDF fields.

NEW QUESTION # 68
In which Onboarding process step do you use the Onboarding data model? Note: There are 2 correct answers to this question.

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

Answer: A,B

NEW QUESTION # 69
Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding program
- B. To define who completes each offboarding task
- C. To define who completes each offboarding activity
- D. To define who can complete both offboarding onboarding tasks

Answer: B

NEW QUESTION # 70
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