

SAP C_THR97_2411 test cram - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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 5	<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 6	<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 7	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q64-Q69):

NEW QUESTION # 64

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

Answer: A,B,D

NEW QUESTION # 65

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using only a middleware system.
- B. Configure the Onboarding data model.
- C. Import Employee Data using Integration Center or OData APIs.
- D. Configure all the Event Reasons.
- E. Create an export of new hire data using Integration Center or OData APIs.

Answer: B,C,E

NEW QUESTION # 66

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. Create a custom HRIS element as an MDF object

- C. Set up role-based permissions
- D. Set rule SAP_ONB2_HMReviewCheck to True

Answer: C,D

Explanation:

Assigning the Review New Hire Data step to a hiring manager in SAP SuccessFactors Onboarding requires 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 in Manage Permission Role to grant the hiring manager access to the Review New Hire Data task. This includes permissions like Access New Hire Data and Update New Hire Data.

* Set rule SAP_ONB2_HMReviewCheck to True (Option C): The SAP_ONB2_HMReviewCheck business rule, configured in Configure Business Rules, must be set to True to 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 custom HRIS 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 # 67

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

Answer: A,C

NEW QUESTION # 68

Which RBP permission will show you the Onboarding/Offboarding tools in Admin Center?

- A. Administrate Onboarding or Offboarding Content
- B. Onboarding Admin Configuration Item
- C. Manage Onboarding or Offboarding
- D. Show Onboarding Tasks Status on the Dashboard

Answer: A

NEW QUESTION # 69

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