

# C-THR97-2411 Exam Duration - C-THR97-2411 New Question



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## SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q25-Q30):

### NEW QUESTION # 25

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign Account Username
- B. DocuSign Account Password
- C. DocuSign API Account ID
- D. DocuSign User ID

**Answer: C,D**

Explanation:

To enable DocuSign as the e-signature provider in SAP SuccessFactors Onboarding, customers need the "DocuSign User ID" and "DocuSign API Account ID." These credentials authenticate the connection between SAP SuccessFactors and DocuSign, allowing for seamless electronic signatures.

### NEW QUESTION # 26

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

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

**Answer: B**

### NEW QUESTION # 27

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. jobInfo
- B. compInfo
- C. employmentInfo
- D. globalInfo

**Answer: A,B**

Explanation:

In SAP SuccessFactors Employee Central, transfer events are triggered when changes are made to specific data entities that affect an employee's job or compensation details. These events are relevant to Onboarding for processes like internal hires or global assignments.

According to the SAP SuccessFactors Employee Central and Onboarding Configuration Guide:

\* compInfo(Compensation Information): Changes to an employee's compensation details, such as salary or bonuses, can trigger a transfer event, as these are critical for updating employee records during Onboarding or crossboarding.

\* jobInfo(Job Information): Changes to job-related data, such as position, department, or location, are tracked as transfer events, as they impact the employee's role and are relevant to Onboarding processes.

Option A (globalInfo) is incorrect because globalInfo contains country-specific personal data, which is not typically associated with transfer events. Option D (employmentInfo) is incorrect because employmentInfo tracks high-level employment details (e.g., hire date), but changes to this entity do not directly trigger transfer events in the context of Onboarding.

### NEW QUESTION # 28

What are the prerequisites to creating Onboarding tasks? Note: There are 2 correct answers to this question.

- A. Create an Onboarding program to assign tasks.
- B. Create role-based permissions to access new hire tasks.
- C. Configure the Select Onboarding Task Configuration business rule.
- D. Configure additional tasks in the dashboard.

Answer: A,B

### NEW QUESTION # 29

How do you add custom tokens to e-mail templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Use the format {fieldID} to add custom tokens in the subject body of the e-mail in Email Services.
- B. Add field names to the content of the document template.
- C. Map the field names on the document template to fields defined in Onboarding.
- D. Create a document template using Document Generation.
- E. Create a document template for custom tokens using Maintain Onboarding Offboarding Document Templates.

Answer: A,C,D

Explanation:

Custom tokens can be added to onboarding email templates by mapping fields in the document template to Onboarding fields, creating templates through Document Generation, and using {fieldID} format in the email content. This allows for dynamic data to be included in onboarding communications.

### NEW QUESTION # 30

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