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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 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	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 6	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 7	Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

Topic 8	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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q68-Q73):

NEW QUESTION # 68

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

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

Answer: D

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 # 69

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- **A. Announce Termination Message**
- B. Offboarding Process Restarted
- **C. Resignation Approval Message to Employee**
- D. Offboarding Exit Interview Scheduling
- **E. Offboarding Cancelled**

Answer: A,C,E

NEW QUESTION # 70

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 and onboarding tasks

Answer: B

Explanation:

Setting permissions for each type of Offboarding task allows administrators to specify who is responsible for each task within the Offboarding process. This level of control helps ensure tasks are completed by appropriate roles and personnel.

NEW QUESTION # 71

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

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

Answer: B,C

NEW QUESTION # 72

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- **A. Ability to configure Offboarding programs**
- B. Ability to manage Offboarding content
- C. Ability to configure the Offboarding process
- D. Ability to configure Offboarding email templates

Answer: A

Explanation:

The ONB2OffboardingActivitiesConfig permission in SAP SuccessFactors Offboarding controls access to specific administrative functions related to the configuration of Offboarding programs.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Ability to configure Offboarding programs (Option A): The ONB2OffboardingActivitiesConfig permission allows users to define and customize Offboarding programs, including setting up tasks, assigning responsibilities, and configuring the sequence of activities for exiting employees and managers.

Option B (Ability to manage Offboarding content) is incorrect because content management (e.g., documents or forms) is handled by other permissions, such as Manage Documents. Option C (Ability to configure the Offboarding process) is incorrect because it is too broad; the permission specifically focuses on program configuration, not the entire process. Option D (Ability to configure Offboarding email templates) is incorrect because email template configuration is managed through Email Services, not this permission.

NEW QUESTION # 73

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