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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	• 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 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	• 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 6	• 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.

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

NEW QUESTION # 25

A new hire receives an e-mail that contains a reset password link to access the SAP SuccessFactors system. Which e-mail template is generated in the Onboarding process for this to happen?

- A. (ONB) External User Welcome Message Template
- B. (ONB) New Hire Welcome Message
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) New Welcome Message Added Template

Answer: C

Explanation:
The "Welcome Message Notification with Reset Password Support Template" is used in SAP SuccessFactors Onboarding to send new hires a reset password link. This email template helps new hires access the system securely with their new credentials.

NEW QUESTION # 26

Which admin tools allow you to create custom tokens in e-mails for Onboarding?
Note: There are 3 correct answers to this question.

- A. Document Generation - Manage Document Template
- B. Email Services
- C. Business Rules
- D. Document Generation - Manage Document Template Mapping
- E. Maintain Onboarding Offboarding Document Templates

Answer: A,B,D

Explanation:
Email Services, Document Generation - Manage Document Template, and Document Generation - Manage Document Template Mapping allow administrators to create custom tokens for onboarding emails. These tools provide options to include personalized data within email communications.

NEW QUESTION # 27

How can you create an additional data collection step?
Note: There are 3 correct answers to this question.

- A. Create a UI for the custom MDF object

- B. Create new fields in the Employee Central data model
- C. Create a custom MDF object
- D. Define the visibility of the custom MDF object
- E. Modify ONB2DataCollectionConfig object

Answer: A,C,E

NEW QUESTION # 28
What scheduled job type do you create so new hires become internal users?

- A. External to Internal Candidate Profile Conversion
- B. ConvertExternal UserOnStartDateJob
- C. OnStartDateStatusChange
- D. New Hire Export

Answer: B

NEW QUESTION # 29
Which permission roles are created for Onboarding by default in SAP SuccessFactors?
Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. OnboardingExternalUser
- C. OnboardingBPEServiceUser
- D. SAP_ONB2_RehireCoordinator

Answer: C,D

Explanation:
The SAP_ONB2_RehireCoordinator and OnboardingBPEServiceUser roles are default roles in SAP SuccessFactors Onboarding. These roles enable coordination and service functions, particularly in rehire and process management contexts, to support onboarding processes effectively.

NEW QUESTION # 30
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