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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q52-Q57):

NEW QUESTION # 52
What are the standard Offboarding process steps?
Note: There are 3 correct answers to this question.

- A. Employee review
- B. Additional data collection
- C. Manager review
- D. Document flow
- E. Compliance forms

Answer: A,C,D

Explanation:
The standard Offboarding process in SAP SuccessFactors includes "Employee Review," "Document Flow," and "Manager Review" steps. These steps help ensure that the necessary reviews and documentations are completed as part of a structured offboarding process.

NEW QUESTION # 53
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 Integration Center or OData APIs
- B. Configure all the Event Reasons
- C. Create an export of new hire data using only a middleware system
- D. Configure the Onboarding data model
- E. Import Employee Data using Integration Center or OData APIs

Answer: A,D,E

Explanation:
Integrating an external HRIS with SAP SuccessFactors Onboarding requires configuring data transfers and aligning the data model to ensure seamless onboarding processes.
According to the SAP SuccessFactors Onboarding and Integration Guide:
* Import Employee Data using Integration Center or OData APIs(Option B): Employee data from the external HRIS must be imported into SuccessFactors usingIntegration CenterorOData APIsto create onboarding records and populate fields like personalInfo or jobInfo.
* Configure the Onboarding data model(Option C): The Onboarding data model must be configured to map fields from the external HRIS to SuccessFactors entities (e.g., personalInfo, jobInfo), ensuring data compatibility.
* Create an export of new hire data using Integration Center or OData APIs(Option E): New hire data may need to be exported back to the external HRIS for synchronization, usingIntegration Centeror OData APIsto maintain consistency.

Option A (Create an export using only a middleware system) is incorrect because exports can use Integration Center or APIs, not just middleware. Option D (Configure all the Event Reasons) is incorrect because only relevant event reasons (e.g., hire, termination) need configuration, not all.

NEW QUESTION # 54

How can you grant Onboarding access to the future manager of an internal hire?
Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role for the internal hire's future manager, add necessaryonboarding permissions, and assign the role to a future manager Role-Based Permission group
- B. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group
- C. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions
- D. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors

Answer: B,D

NEW QUESTION # 55

Which role types are supported to electronically sign Onboarding documents?
Note: There are 3 correct answers to this question.

- A. HR Manager
- B. Matrix Manager
- C. Onboardee
- D. Second Manager
- E. Future Manager

Answer: A,C,E

Explanation:
SAP SuccessFactors Onboarding supports electronic signatures from role types like the HR Manager, Onboardee, and Future Manager, allowing these users to sign onboarding documents as part of the process.

NEW QUESTION # 56

How do you configure the Rehire with Old Employment function in Onboarding? Note: There are 3 correct answers to this question.

- A. Identify the data used to match records using the Hire/Rehire Configuration object.
- B. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings.
- C. Create a responsible group for rehire coordinators.
- D. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group.
- E. Assign the Rehire Inactive Employee permission.

Answer: B,C,E

NEW QUESTION # 57

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