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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 5	<ul style="list-style-type: none"> 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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q54-Q59):

NEW QUESTION # 54

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?

Note: There are 3 correct answers to this question.

- A. userAccountInfo
- B. CustomPayType
- C. JobClassificationCountry
- D. CountrySpecificValidationConfiguration
- E. personallInfo

Answer: C,D,E

NEW QUESTION # 55

What is the only condition that executes the second rehire check?

- A. The Personal Data Collection step is completed
- B. A potential match is detected during the Review New Hire Data step
- C. A potential match is detected when Onboarding is initiated
- D. A potential match is not identified in the first rehire check

Answer: D

Explanation:

The rehire check process in SAP SuccessFactors Onboarding is designed to identify whether a new hire is a returning employee (rehire) by matching their data against existing employee records. The process includes a first and second rehire check, with the second check executed only under specific conditions.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Thesecond rehire checkis executed only whena potential match is not identified in the first rehire check(Option A). The first rehire check attempts to match the new hire's data(e.g., National ID, name, or date of birth) against existing records. If no match is found, the system proceeds to the second rehire check, which may use additional criteria or manual review to confirm the new hire's status. Option B (match detected when Onboarding is initiated) is incorrect because a match at initiation would trigger the first check, not the second. Option C (Personal Data Collection step completed) is incorrect because the rehire check occurs earlier, typically during initiation or Manage Pending Hires. Option D (match detected during Review New Hire Data) is incorrect because a match at this stage would not trigger a second check; it would resolve the rehire status.

NEW QUESTION # 56

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- **A. Initiate Onboarding from SAP SuccessFactors Recruiting**
- **B. Add a new hire to Onboarding in Admin Center**
- **C. Initiate Onboarding from an external applicant tracking system**
- D. Import a CSV file of new hires in Admin Center
- E. Add a New Employee in Admin Center

Answer: A,B,C

Explanation:

Initiating the Onboarding process in SAP SuccessFactors can be done through manual actions, integrations, or automated triggers, depending on the system configuration and integration setup.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Add a new hire to Onboarding in Admin Center(Option B): Administrators can manually initiate Onboarding by using theAdd New Hire to Onboardings tool in Admin Center, which creates a new onboarding record for the hire.

* Initiate Onboarding from an external applicant tracking system(Option C): When integrated, external applicant tracking systems (ATS) can trigger Onboarding by transferring candidate data to SuccessFactors via APIs or middleware, typically when a candidate is marked as hired.

* Initiate Onboarding from SAP SuccessFactors Recruiting(Option E): Integration with SAP SuccessFactors Recruiting Management allows Onboarding to be automatically initiated when a candidate is moved to theHiredstatus in the recruiting process. Option A (Import a CSV file of new hires in Admin Center) is incorrect because there is no direct CSV import option in Admin Center specifically for initiating Onboarding records. Option D (Add a New Employee in Admin Center) is incorrect because adding an employee typically occurs in Employee Central, not as a direct trigger for Onboarding.

NEW QUESTION # 57

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- **A. Initiate Onboarding from SAP SuccessFactors Recruiting**
- B. Import a CSV file of new hires in Admin Center.
- **C. Add a new hire to Onboarding in Admin Center.**
- D. Add a New Employee in Admin Center.
- **E. Initiate Onboarding from an external applicant tracking system.**

Answer: A,C,E

Explanation:

The Onboarding process in SAP SuccessFactors can be initiated through multiple avenues. New hires can be added directly in the Admin Center, or onboarding can begin automatically when a new employee is hired from SAP SuccessFactors Recruiting. Additionally, integration with external applicant tracking systems allows onboarding initiation for candidates hired outside SAP SuccessFactors.

NEW QUESTION # 58

How can you make new hire Company Documents visible to onboarding participants?

- A. Define business rules for the document templates
- B. Create a custom card on the homepage and insert a document link on the content
- **C. Provide permission for Manage Documents**
- D. Provide permission to the SuccessFactors Document Management System

Answer: C

Explanation:

To make Company Documents visible to onboarding participants (e.g., new hires or hiring managers), you need to grant the appropriate permissions to access these documents in the SAP SuccessFactors system.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Provide permission for Manage Documents (Option C): The Manage Documents permission allows onboarding participants to view and interact with Company Documents assigned to them during the Onboarding process. This permission is configured in Manage Permission Roles and assigned to the relevant user groups (e.g., Onboarding External User or hiring manager roles).

Option A (Define business rules) is incorrect because business rules are used for validation or triggering actions, not for controlling document visibility. Option B (Create a custom card on the homepage) is incorrect because homepage cards are for navigation or quick access, not for document visibility. Option D (Provide permission to the SuccessFactors Document Management System) is incorrect because there is no specific permission named for the Document Management System; document access is controlled via Manage Documents.

NEW QUESTION # 59

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