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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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	<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.
Topic 4	<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 5	<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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q44-Q49):

NEW QUESTION # 44

What rules do you have to continue for the New Hire Data Collection Personal Paperwork steps?

- A. SAP_ONB2_ECDDataCollectionCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_DataCollectionConfigSelect

Answer: D

NEW QUESTION # 45

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

Answer: B,D,E

Explanation:

"JobClassificationCountry," "CustomPayType," and "CountrySpecificValidationConfiguration" are examples of MDF objects that can be made visible to new hires using the External User Visibility tool during the Personal Data Collection step. This configuration supports customized data collection relevant to the new hire's role and location.

NEW QUESTION # 46

When you use an external applicant tracking system to initiate the internal hire process, what two attributes are required to identify the employee?

- A. ID, Date of Hire
- B. Employee ID, Date of Hire
- C. Name, Date of Birth
- D. Employee ID, Name

Answer: D

Explanation:

When initiating the internal hire process with an external applicant tracking system, "Employee ID" and "Name" are required to identify the employee, ensuring accurate matching and continuity of the candidate's profile data within SAP SuccessFactors.

NEW QUESTION # 47

How is mobile functionality supported with Onboarding?

- A. Through mobile browsers and the SAP SuccessFactors app

- B. Through the SAP SuccessFactors app only
- C. Through mobile browsers only
- D. Through Admin Center Mobile access only

Answer: C

NEW QUESTION # 48

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

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

Answer: A,D,E

NEW QUESTION # 49

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When we choose the employment work, you will meet a bottleneck, how to let a company to choose you to be a part of him? We would say ability, so how does that show up? There seems to be only one quantifiable standard to help us get a more competitive job, which is to get the test C-THR97-2411 certification and obtain a qualification. If you want to have a good employment platform, then take office at the same time there is a great place to find that we have to pay attention to the importance of qualification examination.

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