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## SAP C\_THR97\_2411 Exam Syllabus Topics:

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

Topic 4	<ul style="list-style-type: none"> <li>• <b>Role-Based Permissions for Onboarding and Offboarding:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Rehire Process with Onboarding:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Integrations with Onboarding:</b> This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Essential Features and Provisioning Settings to Enable Onboarding:</b> 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Document Template Management and e-Signatures:</b> This section of the exam measures the skills of SAP Administrators in managing document templates and e-signature processes within SAP SuccessFactors Onboarding.</li> </ul>

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## C\_THR97\_2411 Latest Test Simulator, C\_THR97\_2411 Exam Overview

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q39-Q44):

#### NEW QUESTION # 39

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- **A. It can be accessed by using SAP For Me**
- B. Customers can use the dashboard in the dev, test, and production tenants
- C. It can be used in all SAP S/4HANA Cloud editions
- **D. Customers can grant access to the dashboard to partners**

**Answer: A,D**

Explanation:

The clean core dashboard in SAP SuccessFactors is a tool designed to monitor and maintain clean core operations, ensuring that customizations and extensions do not disrupt standard processes. It provides insights into system health and compliance with clean core principles.

According to the SAP SuccessFactors Clean Core Guide:

\* Customers can grant access to the dashboard to partners (Option B): The clean core dashboard allows customers to share access with implementation partners or consultants to review system configurations and ensure adherence to clean core standards.

\* It can be accessed by using SAP For Me (Option C): The dashboard is accessible through the SAP For Me portal, which provides a unified interface for customers to manage their SAP solutions, including monitoring clean core metrics.

Option A (used in all SAP S/4HANA Cloud editions) is incorrect because the clean core dashboard is specific to SAP SuccessFactors and not universally applicable to S/4HANA editions. Option D (use in dev, test, and production tenants) is incorrect because the dashboard is typically restricted to production environments for monitoring live systems, not necessarily dev or test tenants.

#### NEW QUESTION # 40

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

**Answer: A**

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 # 41**

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- **A. Personal Data Collection**
- **B. Review New Hire Data**
- C. Manage Pending Hires
- D. Additional Onboarding Data Collection

**Answer: A,B**

#### **NEW QUESTION # 42**

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- **B. Create a business rule that identifies the Offboarding tasks to archive**
- **C. Create a scheduled batch job from Provisioning that archives the Offboarding tasks**
- D. Enable Archive & Print in Provisioning

**Answer: B,C**

Explanation:

Auto-archiving Offboarding tasks in SAP SuccessFactors ensures that completed tasks are stored efficiently, maintaining system performance and compliance with data retention policies. This process involves configuring rules and scheduling jobs to automate archiving.

According to the SAP SuccessFactors Offboarding Configuration Guide:

\* Create a business rule that identifies the Offboarding tasks to archive (Option B): A business rule is configured in **Configure Business Rules** to define criteria for identifying completed Offboarding tasks (e.g., tasks older than a specified period) that are eligible for archiving.

\* Create a scheduled batch job from Provisioning that archives the Offboarding tasks (Option D): A scheduled batch job is set up in **Provisioning** to automatically archive the identified Offboarding tasks based on the business rule, ensuring regular cleanup of the system.

Option A (Create a scheduled batch job from the front-end system) is incorrect because batch jobs for archiving are configured in **Provisioning**, not the front-end system (Admin Center). Option C (Enable Archive & Print in Provisioning) is incorrect because Archive & Print is unrelated to task archiving; it pertains to document generation.

#### **NEW QUESTION # 43**

What are the prerequisites for a customer to enable DocuSign as their e-signature tool? Note: There are 2 correct answers to this question.

- **A. DocuSign API Account ID**
- B. DocuSign Account Password
- **C. DocuSign User ID**

- D. DocuSign Account Username

**Answer: A,C**

## NEW QUESTION # 44

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