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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 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"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q61-Q66):

NEW QUESTION # 61

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- **A. Data from Recruiting Management and Employee Central**
- **B. E-mail notifications**
- C. All documents
- D. Documents with sensitive data
- **E. Custom data from MDF custom objects**

Answer: A,B,E

Explanation:

The Read Audit Reports feature in SAP SuccessFactors Onboarding provides visibility into various data points related to the onboarding process. This includes records of e-mail notifications sent as part of onboarding communications, custom data captured through MDF custom objects, and data integrated from Recruiting Management and Employee Central. These capabilities help ensure compliance and transparency in onboarding data management.

NEW QUESTION # 62

If a responsibility group is NOT assigned to an onboarding task who will be assigned by default?

- A. The HR Manager will be considered as responsible owner.

- B. The Hiring Manager will be considered as responsible owner.
- C. The Recruiter will be considered as responsible owner.
- D. The Onboarding Administrator will be considered as responsible owner.

Answer: B

NEW QUESTION # 63

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process
- B. ONB2Process Task
- C. ONB2ProcessVariant
- D. ONB2Process Trigger

Answer: A

NEW QUESTION # 64

What rules do you have to configure for the Review New Hire Data Personal Data Collection steps? Note: There are 2 correct answers to this question.

- A. SAP_ONB2_HMReviewCheck
- B. SAP_ONB2_PreDay 1AccessCheck
- C. SAP_ONB2_ECDataCollectionCheck
- D. SAP_ONB2_DataCollection ConfigSelect

Answer: A,C

NEW QUESTION # 65

How can you configure the employee global assignment process in Onboarding?

Note: There are 3 correct answers to this question.

- A. Enable Global Assignment in Onboarding General Settings.
- B. Enable Context Switcher to allow the employee to toggle between current user profiles and global assignments.
- C. Configure a business rule using the Trigger Onboarding Global Assignment scenario.
- D. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object.
- E. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.

Answer: C,D,E

Explanation:

To configure global assignments in Onboarding, administrators can add a specific business rule to the DEFAULT_ONB2_CONFIG object, enable a welcome message trigger email for global assignments, and set a business rule to activate the global assignment onboarding scenario. These configurations support the smooth transition of employees in global roles.

NEW QUESTION # 66

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