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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• 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 (Q42-Q47):

NEW QUESTION # 42
Which role-based permission categories should you configure to define available fields in Onboarding data collection steps? Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Employee Central API
- C. Manage Workflows
- D. Employee Central Effective Dated Entities

Answer: A,B

NEW QUESTION # 43
A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system.
Which email template is generated in the Onboarding process for this to happen?

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

Answer: C

Explanation:
In SAP SuccessFactors Onboarding, when a new hire is initiated into the system, an email is sent to provide access credentials, including a reset password link for external users (new hires who have not yet become internal employees). This is handled by the (ONB) External User Welcome Message Template, which is specifically designed to communicate with external users during the Onboarding process.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* The (ONB) External User Welcome Message Template is triggered when a new hire is added to the Onboarding process, typically

during the initiation phase or when the new hire is moved to theManage Pending Hiresstep. This email includes a link for the new hire to reset their password and access the SuccessFactors systemas an external user.

Option A (Welcome Message Notification with Reset Password Support Template) is incorrect because this is not a standard template in Onboarding. Option C ((ONB) New Welcome Message Added Template) does not exist in the system. Option D ((ONB) New Hire Welcome Message) is incorrect because this template is used for general welcome communication, not specifically for password reset links.

NEW QUESTION # 44

What are some features supported by SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. Document generation, e-signature, global reassignment of employees
- B. Data collection of new hire personal information
- C. External HRIS integration with internal hire process
- D. Management of contingent workers

Answer: A,B,C

Explanation:
SAP SuccessFactors Onboarding supports several features designed to streamline and automate the onboarding process. These features include document generation, which allows creating and managing onboarding documents; e-signature capabilities to facilitate digital signing of onboarding documents; and the ability to reassign employees globally. The module also integrates with external HRIS systems, ensuring data flows seamlessly into internal processes, and collects critical personal information from new hires.

NEW QUESTION # 45

Which data model contains job-related data about an employee, such as compensation data?

- A. Succession Data Model
- B. Country-Specific Succession Data Model
- C. Corporate Data Model
- D. Country-Specific Corporate Data Model

Answer: A

Explanation:
The Succession Data Model in SAP SuccessFactors holds job-related data for employees, including compensation information, position details, and other career-related data points essential for workforce planning and employee management.

NEW QUESTION # 46

Which onboarding processes are supported by the function automatic hiring in Onboarding?
Note: There are 3 correct answers to this question.

- A. Rehire
- B. Concurrent Employment
- C. Rehire with New Employment
- D. Regular Hire
- E. Global Assignment

Answer: A,C,D

Explanation:
Theautomatic hiringfunction in SAP SuccessFactors Onboarding enables the system to initiate onboarding processes automatically based on triggers, such as integration with Recruiting Management or external systems. This function supports specific onboarding scenarios.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Regular Hire(Option A): Automatic hiring supports the standard onboarding process for new hires, initiated when a candidate is marked asHiredin Recruiting Management or an external ATS.

* Rehire(Option D): The function supports rehires, where the system identifies returning employees and initiates onboarding with rehire-specific checks and configurations.
* Rehire with New Employment(Option E): This scenario is supported for rehires who are treated as new employees (e.g., with a new employee ID), allowing automatic initiation of onboarding with distinct employment records.
Option B (Concurrent Employment) is incorrect because concurrent employment is managed in Employee Central and not directly supported by automatic hiring in Onboarding. Option C (Global Assignment) is incorrect because global assignments are configured separately and not part of the automatic hiring function.

NEW QUESTION # 47

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