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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	Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 3	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 4	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 (Q75-Q80):

NEW QUESTION # 75

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

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

Answer: B,D,E

NEW QUESTION # 76

Which parameters in the createOnboarder API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

- A. LEGAL_ENTITY_TRANSFER_NEW_EMPL_
- B. hireType
- C. internalUserId
- D. initiateOnboardingforUser

Answer: A,B

NEW QUESTION # 77

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_ECDataCollectionCheck
- C. SAP_ONB2_PreDay 1AccessCheck
- D. SAP_ONB2_DataCollection ConfigSelect

Answer: A,B

NEW QUESTION # 78

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

- A. SAP_ONB2_ECDataCollectionCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_DataCollectionConfigSelect
- D. SAP_ONB2_PreDay1AccessCheck

Answer: C

Explanation:

The rule "SAP_ONB2_DataCollectionConfigSelect" is configured for the New Hire Data Collection and Personal Paperwork steps, ensuring that data collection settings are applied accurately to support the onboarding workflow and data consistency.

NEW QUESTION # 79

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

- A. Employee ID, Name
- B. Name, Date of Birth

- Answer: A**

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.

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