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SAP CERTIFICATION

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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 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 (Q47-Q52):

NEW QUESTION # 47

How can you create a custom task for an offboarding program?

Note: There are 2 correct answers to this question.

- A. Create a custom MDF object.
- B. Create email notifications for the custom task.
- C. Define a business rule for the custom task.
- D. Create a UI using the UI Template Editor.

Answer: A,D

Explanation:

Custom tasks for offboarding programs can be created by developing a custom MDF object, which enables the configuration of unique tasks tailored to the offboarding process. Additionally, creating a user interface through the UI Template Editor allows these tasks to be displayed and managed effectively within the SuccessFactors system.

NEW QUESTION # 48

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. Country-Specific Corporate Data Model
- D. Corporate Data Model

Answer: A

Explanation:

In SAP SuccessFactors, data models define the structure of employee data used across modules like Onboarding and Employee Central. The data model containing job-related information, including compensation data, is critical for onboarding processes where such data is collected or mapped.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Succession Data Model(Option A): The Succession Data Model includes entities like jobInfo, compInfo, and employmentInfo,

which store job-related data (e.g., position, department) and compensation details (e.g., salary, bonuses). This model is used in Onboarding to populate and validate employee data during steps like Personal Data Collection or Additional Data Collection. Option B (Country-Specific Succession Data Model) is incorrect because it extends the Succession Data Model with country-specific fields but is not the primary model for job-related data. Option C (Country- Specific Corporate Data Model) is incorrect because it focuses on organizational data (e.g., legal entities), not employee job or compensation data. Option D (Corporate Data Model) is incorrect because it primarily defines organizational structures, not employee-specific job or compensation details.

NEW QUESTION # 49

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding task
- B. To define who can complete both offboarding and onboarding tasks
- C. To define who completes each offboarding program
- D. To define who completes each offboarding activity

Answer: A

Explanation:

Setting permissions for each type of Offboarding task ensures that the appropriate users (e.g., exiting employee, manager, HR) are assigned to complete specific tasks, maintaining process efficiency and compliance.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* To define who completes each offboarding task(Option C): Permissions are configured in Manage Permission Rolesto assign specific offboarding tasks (e.g., completing exit surveys, returning assets) to designated roles or users. This ensures that only authorized individuals can access and complete their assigned tasks.

Option A (offboarding activity) is incorrect because "activity" is a broader term, and permissions are set at the task level. Option B (offboarding program) is incorrect because permissions are task-specific, not program- wide. Option D (both offboarding and onboarding tasks) is incorrect because permissions are set separately for onboarding and offboarding tasks, not combined.

NEW QUESTION # 50

What are some examples of preconfigured Offboarding e-mail templates?

Note: There are 3 correct answers to this question.

- A. Offboarding Cancelled
- B. Resignation Approval Message to Employee
- C. Offboarding Process Restarted
- D. Announce Termination Message
- E. Offboarding Exit Interview Scheduling

Answer: A,D,E

Explanation:

SAP SuccessFactors Offboarding includes several preconfigured e-mail templates, such as "Offboarding Exit Interview Scheduling," "Offboarding Cancelled," and "Announce Termination Message." These templates streamline communication with employees during the offboarding process.

NEW QUESTION # 51

What is the only condition that executes the second rehire check?

- A. A potential match is not identified in the first rehire check
- B. The Personal Data Collection step is completed
- C. A potential match is detected when Onboarding is initiated
- D. A potential match is detected during the Review New Hire Data step

Answer: A

Explanation:

The rehire check process in SAP SuccessFactors Onboarding is designed to identify whether a new hire is a returning employee (rehire) by matching their data against existing employee records. The process includes a first and second rehire check, with the

second check executed only under specific conditions.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* The second rehire check is executed only when a potential match is not identified in the first rehire check (Option A). The first rehire check attempts to match the new hire's data (e.g., National ID, name, or date of birth) against existing records. If no match is found, the system proceeds to the second rehire check, which may use additional criteria or manual review to confirm the new hire's status. Option B (match detected when Onboarding is initiated) is incorrect because a match at initiation would trigger the first check, not the second. Option C (Personal Data Collection step completed) is incorrect because the rehire check occurs earlier, typically during initiation or Manage Pending Hires. Option D (match detected during Review New Hire Data) is incorrect because a match at this stage would not trigger a second check; it would resolve the rehire status.

NEW QUESTION # 52

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