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SAP C-THR97-2411 Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <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 2 | <ul style="list-style-type: none">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. |

| | |
|---------|---|
| 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"> • 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 5 | <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 6 | <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 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. |
| Topic 8 | <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. |

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q20-Q25):

NEW QUESTION # 20

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Define roles responsibilities as part of a process transformation office.
- D. Establish regular housekeeping tasks procedures.
- E. Establish an organizational structure technical foundation transformation methodology for clean core.

Answer: A,C,E

NEW QUESTION # 21

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Compliance Forms
- B. Personal Data Collection
- C. Additional Data Collection
- D. Document Flow

Answer: A,C

NEW QUESTION # 22

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding Offboarding processes? Note: There are 2 correct answers to this question.

- A. Qualtrics collects the exit survey information reports the results.
- B. Onboarding collects the new hire experiences Qualtrics reports the results.
- C. Qualtrics collects the new hire experiences reports the results.

- D. Offboarding collects the exit survey information Qualtrics reports the results.

Answer: A,C

NEW QUESTION # 23

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To send data from Recruiting Management to Onboarding
- B. To initiate the internal hire process using the transfer event
- **C. To create a transfer event and update the employee profile record**
- D. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires

Answer: C

Explanation:

The EmpJob API in SAP SuccessFactors is used to manage job-related data for employees, such as position, department, or location. In the context of the internal hire process, it is used to update the employee's profile during transitions like transfers. According to the SAP SuccessFactors Onboarding and Integration Guide:

* To create a transfer event and update the employee profile record (Option B): The EmpJob API is used to create a transfer event (e.g., a change in job or legal entity) and update the employee's profile in Employee Central with the new job details, ensuring the internal hire's record reflects the updated role.

Option A (To send data from Recruiting Management to Onboarding) is incorrect because the EmpJob API is not used for Recruiting-to-Onboarding data transfer; other APIs (e.g., OData) handle that. Option C (To initiate the internal hire process) is incorrect because initiation is managed by process triggers, not the EmpJob API. Option D (To convert the external user to an internal hire) is incorrect because internal hires are already internal users, and the EmpJob API is not used for user conversion.

NEW QUESTION # 24

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- A. Manage Document Visibility
- **B. Manage Document Template**
- C. Manage Documents
- **D. Manage Document Template Mapping**

Answer: B,D

Explanation:

To upload document templates and assign signature placeholders, users need the "Manage Document Template" and "Manage Document Template Mapping" permissions. These permissions allow for managing document templates and ensuring accurate mapping of signature placeholders for onboarding documents.

NEW QUESTION # 25

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