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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"> 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 3	<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 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"> 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 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"> Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

Topic 8	<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 (Q26-Q31):

NEW QUESTION # 26

Transfer events are created only for changes made to which Employee Central data entities? Note: There are 2 correct answers to this question.

- A. employmentinfo
- B. jobInfo
- C. globalInfo
- D. compInfo

Answer: B,D

NEW QUESTION # 27

How do you add custom tokens to e-mail templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Create a document template for custom tokens using Maintain Onboarding Offboarding Document Templates.
- B. Map the field names on the document template to fields defined in Onboarding.
- C. Add field names to the content of the document template.
- D. Use the format {fieldID} to add custom tokens in the subject body of the e-mail in Email Services.
- E. Create a document template using Document Generation.

Answer: B,D,E

Explanation:

Custom tokens can be added to onboarding email templates by mapping fields in the document template to Onboarding fields, creating templates through Document Generation, and using {fieldID} format in the email content. This allows for dynamic data to be included in onboarding communications.

NEW QUESTION # 28

Which RBP permissions allow a user to rehire an onboarder?

Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee with New Employment
- B. Rehire Inactive Employee
- C. Rehire Inactive Employee with New Employment (by 'match' in New Hire)
- D. Rehire Inactive Employee (by 'match' in New Hire)

Answer: B,C

NEW QUESTION # 29

How can you make new hire documents visible to onboarding participants?

- **A. Define business rules for the document templates.**
- B. Create a custom card on the homepage and insert a document link in the content.
- C. Provide permission to the SuccessFactors Document Management System.
- D. Provide permission for Manage Documents.

Answer: A

Explanation:

Defining business rules for document templates allows new hire documents to be accessible to onboarding participants. This configuration ensures that required documents are visible to those involved in the onboarding process, supporting a smooth document management experience.

NEW QUESTION # 30

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- **A. ONB2_ECDataCollectionCheck**
- **B. ONB2_CustomDataCollectionCheck**
- C. ONB2_PreDay1AccessCheck
- **D. ONB2_HMReviewCheck**
- E. ONB2_InternalHire_Configuration

Answer: A,B,D

Explanation:

The "ONB2_HMReviewCheck," "ONB2_ECDataCollectionCheck," and "ONB2_CustomDataCollectionCheck" rules are standard business rules that control data collection processes in Onboarding. These rules facilitate the collection and verification of essential new hire data to ensure a compliant and efficient onboarding workflow.

NEW QUESTION # 31

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