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### SAP C\_THR97\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q56-Q61):

### NEW QUESTION # 56

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

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

**Answer: B**

Explanation:

The Emp Job API in SAP SuccessFactors enables the creation of transfer events to update an employee's profile when they are moving to a new position internally. This functionality is vital for keeping employee records accurate and reflective of current assignments and roles within the organization.

### NEW QUESTION # 57

What scheduled job type do you create so new hires become internal users?

- A. OnStartDateStatusChange
- B. External to Internal Candidate Profile Conversion
- C. ConvertExternalUserOnStartDateJob
- D. New Hire Export

**Answer: C**

### NEW QUESTION # 58

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

Note: There are 2 correct answers to this question.

- A. SAP\_ONB2\_HMReviewCheck
- B. SAP\_ONB2\_DataCollectionConfigSelect
- C. SAP\_ONB2\_ECDDataCollectionCheck
- D. SAP\_ONB2\_PreDay1AccessCheck

**Answer: A,C**

Explanation:

The rules "SAP\_ONB2\_ECDDataCollectionCheck" and "SAP\_ONB2\_HMReviewCheck" are configured for the Review New Hire Data and Personal Data Collection steps. These rules ensure data is correctly reviewed and validated during onboarding, enhancing data accuracy and completeness.

#### NEW QUESTION # 59

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev test production tenants.
- B. Customers can grant access to the dashboard to partners.
- C. It can be used in all SAP S/4HANA Cloud editions.
- D. It can be accessed by using SAP For Me.

**Answer: B,D**

#### NEW QUESTION # 60

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

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

**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 # 61

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