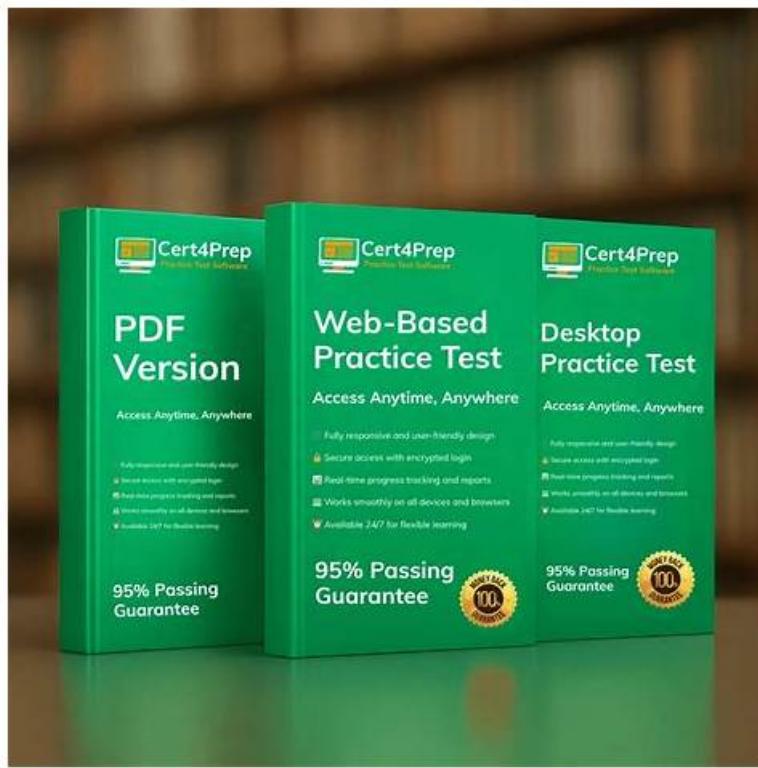


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SAP C_THR97_2411 Exam Syllabus Topics:

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">• 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.
Topic 3	<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 4	<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 5	<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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q65-Q70):

NEW QUESTION # 65

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- **B. Add the administrator to OnboardingBPEServiceUser group**
- C. Add the administrator to OnboardingBpeAdmin group
- D. Add the Process Management permission to the Onboarding administrator role

Answer: B

NEW QUESTION # 66

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, Date of Hire
- **B. Employee ID, Name**
- C. ID, Date of Hire
- D. Name, Date of Birth

Answer: B

Explanation:

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.

NEW QUESTION # 67

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are NOT available?

- A. Assign the hiring manager role to the users who will complete the onboarding tasks.
- B. Assign the proxy module access for Employee Central + Employee Profile Onboarding.
- **C. Assign the Complete Data Collection Tasks in Role-Based Permissions.**
- D. Assign the Additional Data Permission in Role-Based Permissions.

Answer: C

NEW QUESTION # 68

Which permission allows participants to cancel the Onboarding processes?

- A. Process Trigger
- B. Configure Object Definitions
- C. Cancel Onboarding Permission
- D. Process

Answer: C

Explanation:

In SAP SuccessFactors Onboarding, specific permissions are required to allow participants, such as administrators or hiring managers, to cancel an Onboarding process. This action is controlled by a dedicated role-based permission (RBP).

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Cancel Onboarding Permission(Option D): This permission, configured inManage Permission Roles , grants users the ability to cancel an Onboarding process for a new hire. It is typically assigned to administrators or HR coordinators who need to manage process interruptions, such as when a new hire withdraws or an error occurs. Option A (Configure Object Definitions) is incorrect because it relates to creating or modifying MDF objects, not canceling processes. Option B (Process Trigger) is incorrect because it pertains to initiating processes, not canceling them. Option C (Process) is incorrect because it is too vague and not a specific permission for canceling Onboarding processes.

NEW QUESTION # 69

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

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

Answer: A

Explanation:

Setting permissions for each type of Offboarding task allows administrators to specify who is responsible for each task within the Offboarding process. This level of control helps ensure tasks are completed by appropriate roles and personnel.

NEW QUESTION # 70

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