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## SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<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>
Topic 5	<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>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q39-Q44):**

### **NEW QUESTION # 39**

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- **A. Create role-based permissions to access new hire tasks**
- B. Configure the Select Onboarding Task Configuration business rule
- **C. Create an Onboarding program to assign tasks**
- D. Configure additional tasks in the dashboard

**Answer: A,C**

Explanation:

Creating Onboarding tasks in SAP SuccessFactors requires setting up the necessary permissions and program structure to ensure tasks are assigned and accessible to the appropriate users.

According to the SAP SuccessFactors Onboarding Configuration Guide:

\* Create role-based permissions to access new hire tasks (Option A): Role-based permissions (RBPs) must be configured in Manage Permission Rolesto grant access to onboarding tasks for roles like hiring managers, HR coordinators, or new hires. This includes permissions like Complete Data Collection Task or Access New Hire Data.

\* Create an Onboarding program to assign tasks (Option C): An Onboarding program must be created in Manage Onboarding Programsto define the sequence of tasks and assign them to specific roles or users, such as new hires or managers.

Option B (Configure additional tasks in the dashboard) is incorrect because tasks are configured in the Onboarding program or Process Variant Manager, not directly in the dashboard. Option D (Configure the Select Onboarding Task Configuration business rule) is incorrect because no such standard rule exists for task creation; rules are used for other purposes like validation or assignment.

### **NEW QUESTION # 40**

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. New Hire Verification
- **B. Additional Onboarding Data Collection**
- **C. Create New Hire Tasks**
- D. New Employee
- **E. Compliance Forms**

**Answer: B,C,E**

Explanation:

The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding processes by adding or modifying steps to meet specific organizational needs. These steps are added to the process flow to ensure all required tasks are completed.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Create New Hire Tasks (Option A): This step allows the creation of tasks assigned to new hires, hiring managers, or other stakeholders, such as completing forms or attending orientation.

\* Additional Onboarding Data Collection (Option C): This step enables the collection of supplementary data beyond the standard Personal Data Collection, using custom MDF objects or forms.

\* Compliance Forms (Option E): This step involves adding forms to ensure compliance with legal or organizational requirements, such as tax documents or policy acknowledgments.

Option B (New Employee) is incorrect because it is not a specific step; it refers to the new hire, not a process step. Option D (New Hire Verification) is incorrect because verification is typically part of other steps (e.g., Review New Hire Data) and not a distinct step in the Process Variant Manager.

#### NEW QUESTION # 41

Which data model contains job-related data about an employee, such as compensation data?

- **A. Succession Data Model**
- B. Country-Specific Corporate Data Model
- C. Country-Specific Succession 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 # 42

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

Note: There are 2 correct answers to this question.

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

**Answer: A,C**

Explanation:

Qualtrics integration with SAP SuccessFactors enables the collection of lifecycle data, such as new hire experiences and exit survey information. Qualtrics handles the collection and reporting of this feedback, providing valuable insights into employee experiences during onboarding and offboarding.

#### NEW QUESTION # 43

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- **A. Onboarding for new hires**
- B. Offboarding for terminating employees
- **C. Internal hire from transferring employees**
- D. Process restart for new hires

**Answer: A,C**

#### NEW QUESTION # 44

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