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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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

- 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q70-Q75):

NEW QUESTION # 70

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

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

Answer: D

Explanation:

Setting permissions for each type of Offboarding task ensures that the appropriate users (e.g., exiting employee, manager, HR) are assigned to complete specific tasks, maintaining process efficiency and compliance.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* To define who completes each offboarding task(Option C): Permissions are configured in Manage Permission Roles to assign specific offboarding tasks (e.g., completing exit surveys, returning assets) to designated roles or users. This ensures that only authorized individuals can access and complete their assigned tasks.

Option A (offboarding activity) is incorrect because "activity" is a broader term, and permissions are set at the task level. Option B (offboarding program) is incorrect because permissions are task-specific, not program-wide. Option D (both offboarding and onboarding tasks) is incorrect because permissions are set separately for onboarding and offboarding tasks, not combined.

NEW QUESTION # 71

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- A. Access Additional Onboarding Data Permission
- B. **Complete Data Collection Tasks**
- C. **Update New Hire Data**
- D. Onboarding Configuration
- E. **Access New Hire Data Permission**

Answer: B,C,E

Explanation:

The hiring manager and onboarding participants require specific permissions to manage new hire data effectively. Permissions such as "Update New Hire Data" and "Complete Data Collection Tasks" allow for the completion of onboarding activities on behalf of the new hire. "Access New Hire Data Permission" provides access to the new hire's data, ensuring onboarding participants can complete essential tasks as part of the onboarding workflow.

NEW QUESTION # 72

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- A. Document Generation - Manage Document Template
- B. **Email Services**
- C. Configure Business Rules
- D. **Document Generation - Manage Document Template Mapping**
- E. Maintain Onboarding and Offboarding Document Templates

Answer: A,B,D

Explanation:

Custom tokens in email templates for SAP SuccessFactors Onboarding are used to dynamically insert data (e.g., new hire name, start date) into email notifications. These tokens are configured using specific admin tools in the system. According to the SAP SuccessFactors Onboarding Implementation Guide:

* Email Services(Option B): The Email Service tool in Admin Center allows administrators to create and edit email templates, including adding custom tokens in the subject or body using the format {fieldID}.

* Document Generation - Manage Document Template(Option D): This tool enables the creation of document templates that can include custom tokens, which are then referenced in email notifications (e.g., for document links or data).

* Document Generation - Manage Document Template Mapping(Option E): This tool is used to map custom tokens to specific fields in MDF objects or other data sources, ensuring the correct data is populated in emails.

Option A (Maintain Onboarding and Offboarding Document Templates) is incorrect because it is used for uploading and managing document templates, not for creating custom tokens in emails. Option C (Configure Business Rules) is incorrect because business rules are used for logic and validation, not for defining email tokens.

NEW QUESTION # 73

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Assign onboardees or new hires to specific meetings
- B. Archive the tasks of onboarding and offboarding processes
- C. **Update the compliance metadata records**
- D. **Synchronize metadata objects to the database**
- E. **Update onboarding and offboarding process flows**

Answer: C,D,E**NEW QUESTION # 74**

How do you grant your administrator the ability to update the Onboarding Process Flows tool?

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

Answer: A

Explanation:

Adding the administrator to the OnboardingBpeAdmin group provides them with the necessary permissions to update and manage the Onboarding Process Flows tool. This group is designated for administrators responsible for overseeing onboarding process configurations.

NEW QUESTION # 75

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