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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 4	<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 5	<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.

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100% Pass 2026 Reliable SAP C-THR97-2411: Discount SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q33-Q38):

NEW QUESTION # 33

In the internal hire process, why would you use the EmpJob 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 send data from Recruiting Management to Onboarding
- D. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires

Answer: B

Explanation:

The EmpJob API in SAP SuccessFactors is used to manage job-related data for employees, such as position, department, or location. In the context of the internal hire process, it is used to update the employee's profile during transitions like transfers.

According to the SAP SuccessFactors Onboarding and Integration Guide:

* To create a transfer event and update the employee profile record (Option B): The EmpJob API is used to create a transfer event (e.g., a change in job or legal entity) and update the employee's profile in Employee Central with the new job details, ensuring the internal hire's record reflects the updated role.

Option A (To send data from Recruiting Management to Onboarding) is incorrect because the EmpJob API is not used for Recruiting-to-Onboarding data transfer; other APIs (e.g., OData) handle that. Option C (To initiate the internal hire process) is incorrect because initiation is managed by process triggers, not the EmpJob API. Option D (To convert the external user to an internal hire) is incorrect because internal hires are already internal users, and the EmpJob API is not used for user conversion.

NEW QUESTION # 34

What is the only condition that executes the second rehire check?

- A. A potential match is detected when Onboarding is initiated.
- B. The Personal Data Collection step is completed.
- C. A potential match is detected during the Review New Hire Data step.
- **D. A potential match is not identified in the first rehire check.**

Answer: D

Explanation:

The second rehire check is executed only if the first rehire check does not identify a potential match. This condition ensures that all possible rehire candidates are thoroughly reviewed before the onboarding process continues.

NEW QUESTION # 35

In which Onboarding process step do you use the Onboarding data model? Note: There are 2 correct answers to this question.

- A. Manage Pending Hires
- **B. Additional Onboarding Data Collection**
- C. Review New Hire Data
- **D. Personal Data Collection**

Answer: B,D

NEW QUESTION # 36

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- A. Define the applicant status set for Onboarding in Recruiting Management
- B. Modify the Onboarding templates in Recruiting Management
- C. Assign the Onboarding Initiate Permission to designated users in Recruiting Management
- D. Modify the Onboarding Feature Permission on job requisition template XML files
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center

Answer: A,C,D

NEW QUESTION # 37

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

- A. Succession Data Model
- B. Corporate Data Model
- C. Country-Specific Corporate Data Model
- D. Country-Specific Succession Data Model

Answer: A

NEW QUESTION # 38

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