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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 3	• 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 4	• 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.
Topic 5	• 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.
Topic 6	• 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 7	• 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 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q25-Q30):

NEW QUESTION # 25
How can you create a custom task for an onboarding program? Note: There are 2 correct answers to this question.

- A. Configure the visibility of the custom MDF object.
- B. Create a UI in Manage Configuration UI for the custom MDF object.
- C. Link the custom MDF object to the custom task.
- D. Create a custom MDF object.

Answer: C,D

NEW QUESTION # 26
How do you add custom tokens to e-mail templates for Onboarding?
Note: There are 3 correct answers to this question.

- A. Create a document template using Document Generation.
- B. Create a document template for custom tokens using Maintain Onboarding Offboarding Document Templates.
- C. Add field names to the content of the document template.
- D. Map the field names on the document template to fields defined in Onboarding.
- E. Use the format {fieldID} to add custom tokens in the subject body of the e-mail in Email Services.

Answer: A,D,E

Explanation:
Custom tokens can be added to onboarding email templates by mapping fields in the document template to Onboarding fields, creating templates through Document Generation, and using {fieldID} format in the email content. This allows for dynamic data to be included in onboarding communications.

NEW QUESTION # 27
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 New Hire Data Permission

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

Answer: A,B,C

NEW QUESTION # 28

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

Answer: A,B,E

NEW QUESTION # 29

How do you initiate the Onboarding process?
Note: There are 3 correct answers to this question.

- A. Initiate Onboarding from SAP SuccessFactors Recruiting
- B. Import a CSV file of new hires in Admin Center
- C. Add a new hire to Onboarding in Admin Center
- D. Initiate Onboarding from an external applicant tracking system
- E. Add a New Employee in Admin Center

Answer: A,C,D

Explanation:
Initiating the Onboarding process in SAP SuccessFactors can be done through manual actions, integrations, or automated triggers, depending on the system configuration and integration setup.
According to the SAP SuccessFactors Onboarding Configuration Guide:
* Add a new hire to Onboarding in Admin Center(Option B): Administrators can manually initiate Onboarding by using theAdd New Hire to Onboardingtool in Admin Center, which creates a new onboarding record for the hire.
* Initiate Onboarding from an external applicant tracking system(Option C): When integrated, external applicant tracking systems (ATS) can trigger Onboarding by transferring candidate data to SuccessFactors via APIs or middleware, typically when a candidate is marked as hired.
* Initiate Onboarding from SAP SuccessFactors Recruiting(Option E): Integration with SAP SuccessFactors Recruiting Management allows Onboarding to be automatically initiated when a candidate is moved to theHiredstatus in the recruiting process.
Option A (Import a CSV file of new hires in Admin Center) is incorrect because there is no direct CSV import option in Admin Center specifically for initiating Onboarding records. Option D (Add a New Employee in Admin Center) is incorrect because adding an employee typically occurs in Employee Central, not as a direct trigger for Onboarding.

NEW QUESTION # 30

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