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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"> 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 3	<ul style="list-style-type: none"> 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 4	<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 5	<ul style="list-style-type: none"> 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	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q56-Q61):

NEW QUESTION # 56

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. globalInfo
- B. employmentInfo
- C. compInfo
- D. jobInfo

Answer: C,D

Explanation:

In SAP SuccessFactors Employee Central, transfer events are triggered when changes are made to specific data entities that affect an employee's job or compensation details. These events are relevant to Onboarding for processes like internal hires or global assignments.

According to the SAP SuccessFactors Employee Central and Onboarding Configuration Guide:

* compInfo(Compensation Information): Changes to an employee's compensation details, such as salary or bonuses, can trigger a transfer event, as these are critical for updating employee records during Onboarding or crossboarding.

* jobInfo(Job Information): Changes to job-related data, such as position, department, or location, are tracked as transfer events, as they impact the employee's role and are relevant to Onboarding processes.

Option A (globalInfo) is incorrect because globalInfo contains country-specific personal data, which is not typically associated with transfer events. Option D (employmentInfo) is incorrect because employmentInfo tracks high-level employment details (e.g., hire date), but changes to this entity do not directly trigger transfer events in the context of Onboarding.

NEW QUESTION # 57

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Create a custom HRIS element as an MDF object
- B. Add an HRIS element in the user data file
- C. Set up role-based permissions
- D. Set rule SAP_ONB2_HMReviewCheck to True

Answer: C,D

Explanation:

Assigning the Review New Hire Data step to a hiring manager in SAP SuccessFactors Onboarding requires configuring permissions and business rules to ensure the manager is responsible for reviewing the new hire's data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Set up role-based permissions (Option B): Role-based permissions must be configured in Manage Permission Role to grant the hiring manager access to the Review New Hire Data task. This includes permissions like Access New Hire Data and Update New Hire Data.

* Set rule SAP_ONB2_HMReviewCheck to True (Option C): The SAP_ONB2_HMReviewCheck business rule, configured in Configure Business Rules, must be set to True to assign the Review New Hire Data step to the hiring manager. This rule triggers the task assignment based on the manager's role.

Option A (Create a custom HRIS element as an MDF object) is incorrect because HRIS elements are not required for assigning this step. Option D (Add an HRIS element in the user data file) is incorrect because user data files are used for data import, not for task assignment.

NEW QUESTION # 58

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 custom MDF object
- C. Create a UI in Manage Configuration UI for the custom MDF object
- D. Link the custom MDF object to the custom task

Answer: B,D

Explanation:

Creating a custom task for an onboarding program in SAP SuccessFactors Onboarding involves defining a new task structure and associating it with the program. This typically requires using Metadata Framework (MDF) objects to store task-related data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a custom MDF object (Option A): A custom MDF object is created in Configure Object Definition to define the fields and structure of the custom task (e.g., task name, due date, or assignee).

* Link the custom MDF object to the custom task (Option B): The custom MDF object is linked to the task in the onboarding program configuration (e.g., via Process Variant Manager or Manage Onboarding Programs) to ensure the task is included in the process flow.

Option C (Configure the visibility of the custom MDF object) is incorrect because visibility is configured for data collection steps, not directly for tasks. Option D (Create a UI in Manage Configuration UI) is incorrect because creating a UI is optional for administrative purposes and not required for task creation.

NEW QUESTION # 59

What rules do you have to configure for the Review New Hire Data Personal Data Collection steps? Note: There are 2 correct answers to this question.

- A. SAP_ONB2_PreDay 1 Access Check
- B. SAP_ONB2_EC Data Collection Check
- C. SAP_ONB2_HM Review Check
- D. SAP_ONB2_Data Collection Config Select

Answer: B,C

NEW QUESTION # 60

How can you add a final review step in an onboarding process? Note: There are 3 correct answers to this question.

- A. Enable Final Review in Onboarding General Settings.
- B. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- C. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.
- D. Add the Final Review step using Process Variant Manager.
- E. Define a business rule using the Assign Responsible Group for Data Review.

Answer: C,D,E

NEW QUESTION # 61

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