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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 4	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q31-Q36):

NEW QUESTION # 31

What are some features supported by SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. Data collection of new hire personal information
- B. Management of contingent workers
- C. External HRIS integration with internal hire process
- D. Document generation, e-signature, global reassignment of employees

Answer: A,C,D

Explanation:
SAP SuccessFactors Onboarding supports several features designed to streamline and automate the onboarding process. These features include document generation, which allows creating and managing onboarding documents; e-signature capabilities to facilitate digital signing of onboarding documents; and the ability to reassign employees globally. The module also integrates with external HRIS systems, ensuring data flows seamlessly into internal processes, and collects critical personal information from new hires.

NEW QUESTION # 32

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. CountrySpecificValidationConfiguration
- B. CustomPayType
- C. personalInfo
- D. JobClassificationCountry
- E. userAccountInfo

Answer: A,C,D

NEW QUESTION # 33

The UI for custom data collection objects can be configured in which of the following ways? Note: There are 3 correct answers to this question.

- A. Enable the Admin Configuration tool in Provisioning.
- B. Go to Admin Center → Manage Configuration UI.
- C. Use a business rule for the object's visibility.
- D. Create a configuration UI object with a specified I
- E. Enable Intelligent Services.

Answer: B,C,D

NEW QUESTION # 34

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?
Note: There are 3 correct answers to this question.

- A. compInfo

- B. personInfo
- C. personalInfo
- D. jobInfo
- E. employmentInfo

Answer: C,D,E

NEW QUESTION # 35

Which type of Onboarding data is included in the Read Audit Reports feature? Note: There are 3 correct answers to this question.

- A. Custom data from MDF custom objects
- B. All documents
- C. Documents with sensitive data
- D. E-mail notifications
- E. Data from Recruiting Management Employee Central

Answer: A,D,E

NEW QUESTION # 36

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