

Quiz 2026 C_THR97_2411: Latest Relevant SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Questions



SAP CERTIFICATION

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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">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 3	<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 4	<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 5	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

NEW QUESTION # 41

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

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

Answer: A,B

Explanation:

Custom tasks for onboarding programs can be created using custom MDF (Metadata Framework) objects within SAP SuccessFactors. The custom MDF object serves as the foundation for the task, which can then be linked to an onboarding program. This approach allows for the customization and flexibility needed to adapt to unique onboarding processes.

NEW QUESTION # 42

Which business rule allows the offboardee to edit their personal information?

- A. ONB2_OFB_ManagerReviewCheck
- B. ONB2SelectOffboarding ActivitiesConfig
- C. ONB2_OFB_Employee ReviewCheck
- D. ONB2ResponsibilityConfig

Answer: C

NEW QUESTION # 43

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. OnboardingBPEAdmin
- C. OnboardingBPEServiceUser
- D. SAP_ONB2_RehireCoordinator

Answer: C,D

Explanation:

The SAP_ONB2_RehireCoordinator and OnboardingBPEServiceUser roles are default roles in SAP SuccessFactors Onboarding. These roles enable coordination and service functions, particularly in rehire and process management contexts, to support onboarding processes effectively.

NEW QUESTION # 44

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. HR Manager
- B. Matrix Manager
- C. Onboardee
- D. Future Manager
- E. Second Manager

Answer: A,C,D

Explanation:

SAP SuccessFactors Onboarding supports electronic signatures from role types like the HR Manager, Onboardee, and Future Manager, allowing these users to sign onboarding documents as part of the process.

NEW QUESTION # 45

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. It can be used in all SAP S/4HANA Cloud editions.
- C. It can be accessed by using SAP For Me.
- D. Customers can grant access to the dashboard to partners.

Answer: C,D

Explanation:

The clean core dashboard can be accessed through SAP For Me, and customers can grant access to partners, enabling external stakeholders to support clean core initiatives. This access promotes transparency and collaboration in managing core system integrity.

NEW QUESTION # 46

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