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SAP C-THR97-2411 Exam Syllabus Topics:

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

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q36-Q41):

NEW QUESTION # 36
Which role-based permissions apply only to Offboarding?
Note: There are 2 correct answers to this question.

- A. Meeting Task
- B. Knowledge Transfer Plan
- C. Asset Task
- D. Document Flow

Answer: B,C

Explanation:
Role-based permissions (RBPs) in SAP SuccessFactors Offboarding are specific to tasks unique to the offboarding process, distinguishing them from onboarding or other modules. These permissions ensure that only authorized users can perform offboarding-specific activities.
According to the SAP SuccessFactors Offboarding Configuration Guide:
* Knowledge Transfer Plan(Option A): This permission allows users (e.g., managers or HR) to create and manage knowledge transfer plans, a task specific to offboarding to ensure critical knowledge is shared before an employee leaves.
* Asset Task(Option D): This permission enables users to manage tasks related to the return of company assets (e.g., laptops, badges), which is a common offboarding activity.
Option B (Document Flow) is incorrect because document flow permissions apply to both onboarding and offboarding for managing document routing and signatures. Option C (Meeting Task) is incorrect because meeting-related tasks are not specific to offboarding and can apply to other modules.

NEW QUESTION # 37
What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hired
- B. None
- C. Initiate onboarding
- D. Hireable

Answer: D

Explanation:
Managing Clean Core

NEW QUESTION # 38

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

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

Answer: A,B

NEW QUESTION # 39
How can you add a final review step in an onboarding process? Note: There are 3 correct answers to this question.

- A. Define a business rule using the Assign Responsible Group for Data Review.
- 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. Enable Final Review in Onboarding General Settings.
- E. Add the Final Review step using Process Variant Manager.

Answer: A,C,E

NEW QUESTION # 40
What rules do you have to configure for the New Hire Data Collection and Personal Paperwork steps?

- A. SAP_ONB2_PreDay1AccessCheck
- B. SAP_ONB2_DataCollectionConfigSelect
- C. SAP_ONB2_HMReviewCheck
- D. SAP_ONB2_ECDataCollectionCheck

Answer: B

Explanation:
The rule "SAP_ONB2_DataCollectionConfigSelect" is configured for the New Hire Data Collection and Personal Paperwork steps, ensuring that data collection settings are applied accurately to support the onboarding workflow and data consistency.

NEW QUESTION # 41
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