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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 3	• 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 4	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):

NEW QUESTION # 80
What rules do you have to continue for the New Hire Data Collection Personal Paperwork steps?

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

Answer: B

NEW QUESTION # 81
How is mobile functionality supported with Onboarding?

- A. Through mobile browsers and the SAP SuccessFactors app
- B. Through the SAP SuccessFactors app only
- C. Through mobile browsers only
- D. Through Admin Center Mobile access only

Answer: C

NEW QUESTION # 82
How can you create a custom task for an offboarding program? Note: There are 2 correct answers to this question.

- A. Define a business rule for the custom task.
- B. Create email notifications for the custom task.
- C. Create a custom MDF object.
- D. Create a UI using the UI Template Editor.

Answer: C,D

NEW QUESTION # 83
How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?
Note: There are 2 correct answers to this question.

- A. Enable the Employment Profile Selection API
- B. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- C. Add the business rule to the Onboarding Configuration in Manage Data
- D. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template

Answer: B,C

Explanation:
The Employment Profile Selection page in SAP SuccessFactors Onboarding allows internal hires or employees undergoing legal entity

transfers to select or confirm their employment profile. Enabling this feature requires specific configurations to trigger the page in the onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario (Option A): A business rule is created in Configure Business Rules with the Trigger Employment Profile Selection for Internal Hires scenario to activate the Employment Profile Selection page for relevant users.

* Add the business rule to the Onboarding Configuration in Manage Data (Option C): The business rule is added to the ONB2Processor related configuration object in Manage Data to integrate the Employment Profile Selection page into the onboarding process flow.

Option B (Enable the Employment Profile Selection API) is incorrect because there is no specific API for enabling this page; it is controlled by business rules. Option D (Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template) is incorrect because the welcome message template is unrelated to enabling the profile selection page.

NEW QUESTION # 84

How can you make new hire Company Documents visible to onboarding participants?

- A. Provide permission for Manage Documents
- B. Create a custom card on the homepage and insert a document link on the content
- C. Define business rules for the document templates
- D. Provide permission to the SuccessFactors Document Management System

Answer: A

Explanation:

To make Company Documents visible to onboarding participants (e.g., new hires or hiring managers), you need to grant the appropriate permissions to access these documents in the SAP SuccessFactors system.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Provide permission for Manage Documents (Option C): The Manage Documents permission allows onboarding participants to view and interact with Company Documents assigned to them during the Onboarding process. This permission is configured in Manage Permission Roles and assigned to the relevant user groups (e.g., OnboardingExternalUser or hiring manager roles).

Option A (Define business rules) is incorrect because business rules are used for validation or triggering actions, not for controlling document visibility. Option B (Create a custom card on the homepage) is incorrect because homepage cards are for navigation or quick access, not for document visibility. Option D (Provide permission to the SuccessFactors Document Management System) is incorrect because there is no specific permission named for the Document Management System; document access is controlled via Manage Documents.

NEW QUESTION # 85

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