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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	• 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 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 (Q41-Q46):

NEW QUESTION # 41

When you use an external applicant tracking system to initiate the internal hire process, what two attributes are required to identify the employee?

- A. ID, Date of Hire
- B. Name, Date of Birth
- C. Employee ID, Date of Hire
- D. Employee ID, Name

Answer: D

Explanation:

When initiating the internal hire process with an external applicant tracking system, "Employee ID" and "Name" are required to identify the employee, ensuring accurate matching and continuity of the candidate's profile data within SAP SuccessFactors.

NEW QUESTION # 42

Which processes or functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- B. Internal hire from transferring employees
- C. Process restart for new hires
- D. Onboarding for new hires

Answer: C,D

Explanation:

When integrated with an external HRIS, SAP SuccessFactors Onboarding supports functionalities such as onboarding new hires and enabling process restarts. These features help ensure a seamless onboarding process with external HRIS systems.

NEW QUESTION # 43

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- A. Configure reminder notifications to control the frequency of reminder messages.
- B. Trigger an onboarding task.
- C. Delete a preconfigured e-mail template.
- D. Attach documents to e-mail notifications.
- E. Create new e-mail templates with business locale-specific rules content.

Answer: A,D,E

Explanation:

In SAP SuccessFactors Onboarding, Email Services features include creating email templates with locale-specific content, configuring reminder notifications, and attaching documents to emails. These features allow for customized communication with new hires.

NEW QUESTION # 44

Which onboarding processes are supported by the function automatic hiring in Onboarding? Note: There are 3 correct answers to this question.

- A. Concurrent Employment
- B. Rehire
- C. Regular Hire
- D. Rehire with New Employment
- E. Global Assignment

Answer: B,C,D

NEW QUESTION # 45

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2ProcessTrigger
- B. ONB2ProcessTask
- C. ONB2Process
- D. ONB2ProcessVariant

Answer: C

Explanation:

The restart feature in SAP SuccessFactors Onboarding allows administrators to restart an onboarding process for a new hire, typically when errors occur or data needs to be corrected. This feature is managed through a specific Metadata Framework (MDF) object that controls the process flow.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* The ONB2Process object (Option A) is the primary MDF object used to configure and manage the onboarding process, including the restart feature. This object stores process-related data and settings, such as the process status and conditions for restarting. Administrators can configure rules or settings within this object to enable process restarts, either manually or automatically, based on specific triggers.

Option B (ONB2ProcessTask) is incorrect because it manages individual tasks within the process, not the overall process restart.

Option C (ONB2ProcessTrigger) is incorrect because it is used for initiating processes or tasks, not for handling restarts. Option D (ONB2ProcessVariant) is incorrect because it defines variations of the onboarding process, not the restart functionality.

NEW QUESTION # 46

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