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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	• 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q14-Q19):

NEW QUESTION # 14
Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?
Note: There are 2 correct answers to this question.

- A. Employee Central Effective Dated Entities
- B. Manage Workflows
- C. Employee Data
- D. Employee Central API

Answer: A,C

Explanation:
To define which fields are available in Onboarding data collection steps (e.g., Personal Data Collection or Additional Data Collection), role-based permissions (RBPs) must be configured to grant access to specific data entities in SAP SuccessFactors.
According to the SAP SuccessFactors Onboarding Configuration Guide:
* Employee Data(Option B): This permission category allows administrators or users to access and configure fields related to employee personal and job data, which are used in Onboarding data collection steps. It includes fields like name, address, and contact details.
* Employee Central Effective Dated Entities(Option C): This category grants access to effective-dated entities in Employee Central, such asjobInfo,compInfo, andpersonalInfo, which are critical for defining fields in Onboarding data collection steps that require historical or time-based data.
Option A (Manage Workflows) is incorrect because it controls workflow approvals, not field visibility in data collection. Option D (Employee Central API) is incorrect because it pertains to API access for integrations, not field configuration for data collection.

NEW QUESTION # 15
How can you auto-archive Offboarding tasks? Note: There are 2 correct answers to this question.

- A. Enable Archive & Print in Provisioning.
- B. Create a scheduled batch job from the front-end system to archive the Offboarding tasks.
- C. Create a scheduled batch job from provisioning that archives the Offboarding tasks.
- D. Create a business rule that identifies the Offboarding tasks to archive.

Answer: C,D

NEW QUESTION # 16
What scheduled job type do you create so new hires become internal users?

- A. New Hire Export
- B. ConvertExternalUserOnStartDateJob
- C. OnStartDateStatusChange
- D. External to Internal Candidate Profile Conversion

Answer: B

Explanation:
In SAP SuccessFactors Onboarding, new hires start as external users (e.g., with limited system access for onboarding tasks) and must be converted to internal users (employees) with full system access on their start date. This process is automated through a scheduled job.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* ConvertExternalUserOnStartDateJob(Option C): This scheduled job type is created inProvisioning orScheduled Jobsto automatically convert external users (new hires) to internal users on their start date. The job updates the user's status and grants access to Employee Central and other internal modules.
Option A (OnStartDateStatusChange) is incorrect because it is not a standard job type for user conversion.
Option B (New Hire Export) is incorrect because it is used for exporting data, not converting users. Option D (External to Internal

Candidate Profile Conversion) is incorrect because it pertains to recruiting processes, not onboarding user conversion.

NEW QUESTION # 17

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

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

Answer: A,C,E

Explanation:
SAP SuccessFactors Onboarding supports a variety of features to streamline the onboarding process for new hires, rehires, and internal transfers. These features enhance user experience, ensure compliance, and integrate with other systems.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* External HRIS integration with internal hire process(Option B): Onboarding supports integration with external HRIS systems to facilitate processes like internal hires, allowing data to be transferred seamlessly via APIs or middleware.
* Document generation and e-signature(Option D): Onboarding includes robust document management capabilities, such as generating forms and enabling e-signatures (e.g., via DocuSign) to collect signatures from new hires or managers.
* Data collection of new hire personal information(Option E): A core feature of Onboarding is the ability to collect personal and job-related information from new hires through steps like Personal Data Collection and Additional Data Collection.
Option A (Global reassignment of employees) is incorrect because global assignments are managed in Employee Central, not directly in Onboarding, though Onboarding can support related processes. Option C (Management of contingent workers) is incorrect because contingent worker management is primarily handled in Employee Central, not Onboarding.

NEW QUESTION # 18

What are the standard Offboarding process steps? Note: There are 3 correct answers to this question.

- A. Manager review
- B. Additional data collection
- C. Document flow
- D. Employee review
- E. Compliance forms

Answer: A,C,D

NEW QUESTION # 19

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