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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<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 4	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 6	<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 7	<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.

Topic 8	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q21-Q26):

NEW QUESTION # 21

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Document Flow
- C. Compliance Forms
- D. Additional Data Collection

Answer: A,D

Explanation:

Tasks such as "Personal Data Collection" and "Additional Data Collection" can be completed by onboarding participants on behalf of the new hire, allowing HR or designated users to enter necessary information directly into the system, ensuring data is accurately captured even if the new hire is unavailable.

NEW QUESTION # 22

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. Additional Onboarding Data Collection
- B. New Hire Verification
- C. Compliance Forms
- D. New Employee
- E. Create New Hire Tasks

Answer: A,C,E

Explanation:

The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding workflows by adding various steps to align with organizational needs. "Create New Hire Tasks" and "Additional Onboarding Data Collection" help streamline task assignments and data collection, while "Compliance Forms" ensure that legal and regulatory documentation requirements are met during onboarding.

NEW QUESTION # 23

What is an Offboarding program?

- A. Custom tasks that are completed by the manager exiting employee
- B. Predefined tasks that are completed by the manager exiting employee

- C. Both predefined custom tasks completed by the manager exiting employee
- D. A list of exit survey questions completed by the exiting employee

Answer: C

NEW QUESTION # 24

What is the only condition that executes the second rehire check?

- A. A potential match is not identified in the first rehire check
- B. The Personal Data Collection step is completed
- C. A potential match is detected during the Review New Hire Data step
- D. A potential match is detected when Onboarding is initiated

Answer: A

Explanation:

The rehire check process in SAP SuccessFactors Onboarding is designed to identify whether a new hire is a returning employee (rehire) by matching their data against existing employee records. The process includes a first and second rehire check, with the second check executed only under specific conditions.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* The second rehire check is executed only when a potential match is not identified in the first rehire check (Option A). The first rehire check attempts to match the new hire's data (e.g., National ID, name, or date of birth) against existing records. If no match is found, the system proceeds to the second rehire check, which may use additional criteria or manual review to confirm the new hire's status. Option B (match detected when Onboarding is initiated) is incorrect because a match at initiation would trigger the first check, not the second. Option C (Personal Data Collection step completed) is incorrect because the rehire check occurs earlier, typically during initiation or Manage Pending Hires. Option D (match detected during Review New Hire Data) is incorrect because a match at this stage would not trigger a second check; it would resolve the rehire status.

NEW QUESTION # 25

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It allows multiple standard process flows for Onboarding scenarios.
- B. It provides more control and visibility to configure and administer processes.
- C. It is fully integrated with SAP SuccessFactors Employee Central.
- D. It allows a separate database for Onboarding.

Answer: B,C

Explanation:

SAP SuccessFactors Onboarding offers several key benefits, including enhanced control and visibility for configuring and managing onboarding workflows. Additionally, it is fully integrated with SAP SuccessFactors Employee Central, ensuring seamless data flow and eliminating data redundancy across onboarding and core HR processes.

NEW QUESTION # 26

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