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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q69-Q74):

NEW QUESTION # 69

How do you configure the Rehire with Old Employment function in Onboarding?
Note: There are 3 correct answers to this question.

- A. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- B. Create a responsible group for rehire coordinators
- C. Assign the Rehire Inactive Employee permission
- D. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- E. Identify the data used to match records using the Hire/Rehire Configuration object

Answer: C,D,E

NEW QUESTION # 70

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Manage Business Configuration
- B. Rehire Inactive Employee
- C. Manage Data
- D. Manage Configuration UI

Answer: C

NEW QUESTION # 71

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

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks.
- B. Enable Archive & Print in Provisioning.
- 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 # 72

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

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

Answer: A,B

NEW QUESTION # 73

How do you initiate the Onboarding process? Note: There are 3 correct answers to this question.

- A. Import a CSV file of new hires in Admin Center.
- B. Initiate Onboarding from SAP SuccessFactors Recruiting.
- C. Add a New Employee in Admin Center.
- D. Initiate Onboarding from an external applicant tracking system.
- E. Add a new hire to Onboarding in Admin Center.

Answer: B,D,E

NEW QUESTION # 74

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