2026 C_THR97_2411: Accurate SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Certification Materials

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SAP C_THR97_2411 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q65-Q70):

NEW QUESTION # 65
Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?
Note: There are 2 correct answers to this question.

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

Answer: A,B

Explanation:
Business rules in SAP SuccessFactors Onboarding are essential for automating and validating processes like theReview New Hire DataandPersonal Data Collectionsteps. These rules ensure that data is collected correctly and reviewed by the appropriate users. According to the SAP SuccessFactors Onboarding Implementation Guide:
* SAP_ONB2_ECDataCollectionCheck(Option B): This rule is configured inConfigure Business Rules to validate data collected during the Personal Data Collection step, ensuring it meets Employee Central requirements (e.g., mandatory fields are completed).
* SAP_ONB2_HMReviewCheck(Option D): This rule assigns theReview New Hire Datastep to the hiring manager and ensures that the collected data is reviewed for accuracy before proceeding in the onboarding process.
Option A (SAP_ONB2_DataCollectionConfigSelect) is incorrect because it is not a standard rule for these steps; it does not exist in the system. Option C (SAP_ONB2_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection or review.

NEW QUESTION # 66
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. It can be used in all SAP S/4HANA Cloud editions.
- C. Customers can use the dashboard in the dev test production tenants.
- D. It can be accessed by using SAP For Me.

Answer: A,D

NEW QUESTION # 67
How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding Offboarding processes? Note: There are 2 correct answers to this question.

- A. Qualtrics collects the new hire experiences reports the results.
- B. Onboarding collects the new hire experiences Qualtrics reports the results.
- C. Offboarding collects the exit survey information Qualtrics reports the results.
- D. Qualtrics collects the exit survey information reports the results.

Answer: A,D

NEW QUESTION # 68

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are NOT available?

- A. Assign the Complete Data Collection Tasks in Role-Based Permissions.
- B. Assign the proxy module access for Employee Central + Employee Profile Onboarding.
- C. Assign the Additional Data Permission in Role-Based Permissions.
- D. Assign the hiring manager role to the users who will complete the onboarding tasks.

Answer: A

NEW QUESTION # 69
What are the standard Offboarding process steps?
Note: There are 3 correct answers to this question.

- A. Document Flow
- B. Compliance Forms
- C. Manager Review
- D. Employee Review
- E. Additional Data Collection

Answer: A,C,D

Explanation:
The SAP SuccessFactors Offboarding process includes a series of standard steps to ensure a structured exit process for employees leaving the organization. These steps involve tasks for the offboardee, manager, and other stakeholders.
According to the SAP SuccessFactors Offboarding Implementation Guide:
* Employee Review(Option B): This step allows the offboardee to review and update their personal information or complete exit-related tasks, such as filling out an exit survey.
* Document Flow(Option D): This step involves routing documents (e.g., exit forms, acknowledgments) for review or e-signature, ensuring all necessary paperwork is completed.
* Manager Review(Option E): The manager reviews the offboardee's data, completes tasks like approving knowledge transfer plans, and ensures all exit requirements are met.
Option A (Additional Data Collection) is incorrect because it is primarily an Onboarding step, not standard in Offboarding. Option C (Compliance Forms) is incorrect because, while forms may be part of Document Flow, it is not a distinct standard step in the Offboarding process.

NEW QUESTION # 70
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