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C_THR97_2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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.
Topic 5	<ul style="list-style-type: none">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 6	<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 7	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q70-Q75):

NEW QUESTION # 70

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_ProcessClosurePeriodConfig
- B. ONB2_Initiate_Offboarding_Configuration
- C. ONB2_PreDay1AccessCheck
- D. ONB2_InternalHire_Configuration
- E. ONB2_Select_Onboarding_Task_Configuration

Answer: A,C,D

Explanation:

Predefined business rules for Onboarding, such as "ONB2_PreDay1AccessCheck," "ONB2_ProcessClosurePeriodConfig," and "ONB2_InternalHire_Configuration," manage tasks like pre-start access, process closure timelines, and internal hire configurations to support structured onboarding workflows.

NEW QUESTION # 71

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Meeting Task
- B. Knowledge Transfer Plan
- C. Document Flow
- D. Asset Task

Answer: B,D

Explanation:

The "Knowledge Transfer Plan" and "Asset Task" permissions are specific to the Offboarding module, allowing organizations to manage tasks related to knowledge handover and asset recovery, which are essential parts of the employee exit process.

NEW QUESTION # 72

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- B. Add the administrator to OnboardingBpeAdmin group
- C. Add the administrator to OnboardingBPEServiceUser group
- D. Add the Process Management permission to the Onboarding administrator role

Answer: C

NEW QUESTION # 73

Which parameters in the createOnboardee API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

- A. **LEGAL_ENTITY_TRANSFER_NEW_EMPL_**
- B. **hireType**
- C. **internalUserId**
- D. **initiateOnboardingforUser**

Answer: A,B

NEW QUESTION # 74

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?

Note: There are 3 correct answers to this question.

- A. **personalInfo**
- B. **userAccountInfo**
- C. **CountrySpecificValidationConfiguration**
- D. **CustomPayType**
- E. **JobClassificationCountry**

Answer: A,C,E

NEW QUESTION # 75

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