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**SAP Certified Associate -Implementation Consultant - SAP
SuccessFactors Onboarding
QUESTION & ANSWERS**

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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

NEW QUESTION # 53

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

Answer: C,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 # 54

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Define a business rule using the Update Onboarding or Offboarding Process Object scenario
- B. Skip the step by selecting the option from the Action menu in the Onboarding dashboard
- C. Create a process variant without a Review New Hire Data step
- D. Cancel the Review New Hire Data task from the Onboarding dashboard

Answer: C

Explanation:

To configure an onboarding process in SAP SuccessFactors that excludes the Review New Hire Data step, the process flow must be customized to omit this step entirely. This is achieved through process configuration rather than manual actions during execution. According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a process variant without a Review New Hire Data step(Option C): The Process Variant Manager is used to create or modify a process variant that excludes the Review New Hire Data step from the onboarding workflow, ensuring the process skips this step automatically.

Option A (Cancel the Review New Hire Data task from the Onboarding dashboard) is incorrect because canceling a task does not modify the process structure. Option B (Define a business rule using the Update Onboarding or Offboarding Process Object scenario) is incorrect because this scenario is used for updating process objects, not removing steps. Option D (Skip the step by selecting the option from the Action menu) is incorrect because there is no standard Action menu option to skip this step during execution.

NEW QUESTION # 55

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

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

Answer: B,D,E

NEW QUESTION # 56

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

Answer: A,C

Explanation:

Configuring the "Employee Data" and "Employee Central API" permission categories enables access to specific data fields required during Onboarding data collection steps. These permissions allow control over the visibility and accessibility of personal and employment data for users in the onboarding process.

NEW QUESTION # 57

How is mobile functionality supported with Onboarding?

- A. Through Admin Center Mobile access only
- B. Through the SAP SuccessFactors app only
- C. Through mobile browsers and the SAP SuccessFactors app
- D. **Through mobile browsers only**

Answer: D

Explanation:

SAP SuccessFactors Onboarding is accessible via mobile browsers, allowing users to interact with onboarding tasks on a wide range of mobile devices without needing a separate app. This browser-based support provides flexibility for users to complete onboarding tasks on the go.

NEW QUESTION # 58

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