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QUESTION & ANSWERS

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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q51-Q56):

NEW QUESTION # 51

At what point during the Onboarding process are the rehire checks executed? Note: There are 2 correct answers to this question.

- A. The check is performed when Onboarding is initiated.
- B. The check is performed after the Personal Data Collection step is completed.
- C. The check is performed during Manage Pending Hires.
- D. The check is performed at the Review Hire Data step.

Answer: A,B

NEW QUESTION # 52

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. OnboardingBPEServiceUser
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingExternalUser

Answer: A,D

Explanation:

SAP SuccessFactors Onboarding includes several default permission roles to manage the onboarding process.

These roles are preconfigured to assign specific responsibilities to users involved in onboarding tasks.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* OnboardingBPEAdmin(Option A): This role is created by default and grants administrative access to manage onboarding processes, configure settings, and oversee business process engine (BPE) tasks.

* OnboardingExternalUser(Option B): This role is assigned to new hires (external users) to allow them to access the Onboarding system for tasks like completing personal data collection or signing documents.

Option C (SAP_ONB2_RehireCoordinator) is incorrect because it is not a default role; it is a dynamic group or custom role created for rehire processes. Option D (OnboardingBPEServiceUser) is incorrect because it is a system-level role for background processes, not a default role assigned to users.

NEW QUESTION # 53

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed at the Review New Hire Data step
- B. The check is performed during Manage Pending Hires
- C. The check is performed when Onboarding is initiated
- D. The check is performed after the Personal Data Collection step is completed

Answer: C,D

NEW QUESTION # 54

A new hire receives an e-mail that contains a reset password link to access the SAP SuccessFactors system. Which e-mail template is generated in the Onboarding process for this to happen?

- A. (ONB) New Welcome Message Added Template
- B. (ONB) External User Welcome Message Template
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) New Hire Welcome Message

Answer: C

NEW QUESTION # 55

How can you create a custom task for an offboarding program?

Note: There are 2 correct answers to this question.

- A. Define a business rule for the custom task.
- B. Create a custom MDF object.
- C. Create a UI using the UI Template Editor.
- D. Create email notifications for the custom task.

Answer: B,C

Explanation:

Custom tasks for offboarding programs can be created by developing a custom MDF object, which enables the configuration of unique tasks tailored to the offboarding process. Additionally, creating a user interface through the UI Template Editor allows these tasks to be displayed and managed effectively within the SuccessFactors system.

NEW QUESTION # 56

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