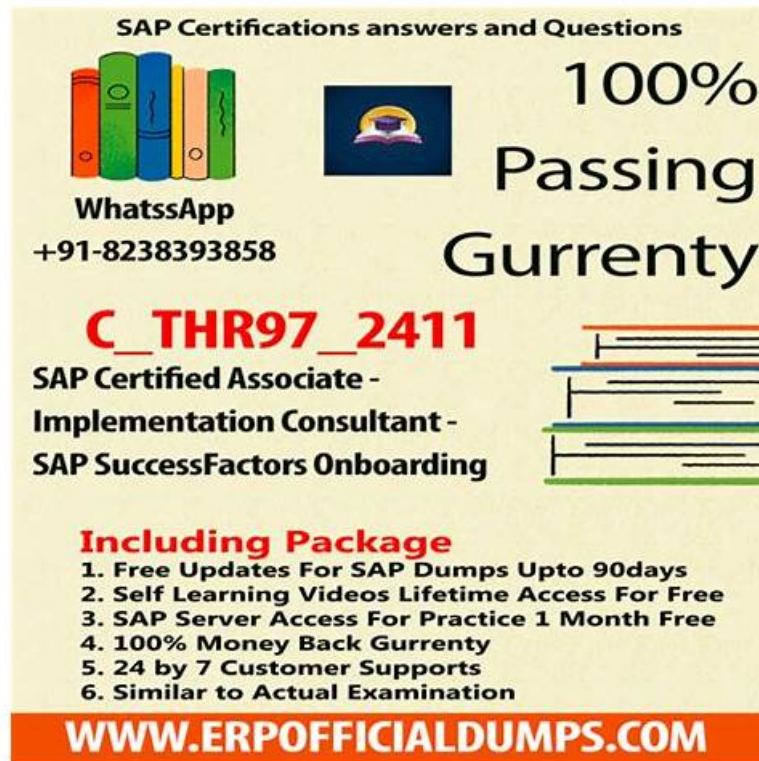



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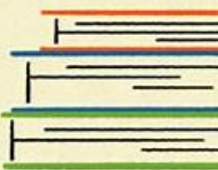
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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> 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	<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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q17-Q22):

NEW QUESTION # 17

What scheduled job type do you create so new hires become internal users?

- A. OnStartDateStatusChange
- B. New Hire Export
- C. External to Internal Candidate Profile Conversion
- **D. ConvertExternalUserOnStartDateJob**

Answer: D

Explanation:

The "ConvertExternalUserOnStartDateJob" is the scheduled job type used to convert new hires from external to internal user status on their start date. This job ensures that new hires have the appropriate internal user profile when they officially join the organization.

NEW QUESTION # 18

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

Answer: D

NEW QUESTION # 19

Which object permission allows participants to cancel the Onboarding process flow?

- A. Configure Object Definitions

- B. Cancel Onboarding Permission
- **C. Process**
- D. Process Trigger

Answer: C

NEW QUESTION # 20

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

- **A. Employee review**
- B. Additional data collection
- C. Compliance forms
- **D. Manager review**
- **E. Document flow**

Answer: A,D,E

NEW QUESTION # 21

How can you create a new hire Onboarding record? Note: There are 3 correct answers to this question.

- A. By importing a CSV file in Admin Center
- **B. By integrating with an external applicant tracking system**
- **C. By using Add New Hire to Onboarding in Admin Center**
- **D. By integrating with SAP SuccessFactors Recruiting Management**
- E. By importing a CSV file through Integration Center

Answer: B,C,D

NEW QUESTION # 22

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