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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">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 3	<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 4	<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 5	<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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q35-Q40):

NEW QUESTION # 35

Which processes or functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Onboarding for new hires
- B. Offboarding for terminating employees
- C. Process restart for new hires
- D. Internal hire from transferring employees

Answer: A,C

Explanation:

When integrated with an external HRIS, SAP SuccessFactors Onboarding supports functionalities such as onboarding new hires and enabling process restarts. These features help ensure a seamless onboarding process with external HRIS systems.

NEW QUESTION # 36

What is the only condition that executes the second rehire check?

- A. A potential match is not identified in the first rehire check.
- B. A potential match is detected when Onboarding is initiated.
- C. A potential match is detected during the Review New Hire Data step.
- D. The Personal Data Collection step is completed.

Answer: A

Explanation:

The second rehire check is executed only if the first rehire check does not identify a potential match. This condition ensures that all possible rehire candidates are thoroughly reviewed before the onboarding process continues.

NEW QUESTION # 37

Which onboarding processes are supported by the function automatic hiring in Onboarding?

Note: There are 3 correct answers to this question.

- A. Regular Hire
- B. Rehire with New Employment
- C. Concurrent Employment
- D. Rehire

- E. Global Assignment

Answer: A,B,D

Explanation:

The automatic hiring function in SAP SuccessFactors Onboarding enables the system to initiate onboarding processes automatically based on triggers, such as integration with Recruiting Management or external systems. This function supports specific onboarding scenarios.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Regular Hire (Option A): Automatic hiring supports the standard onboarding process for new hires, initiated when a candidate is marked as Hired in Recruiting Management or an external ATS.

* Rehire (Option D): The function supports rehires, where the system identifies returning employees and initiates onboarding with rehire-specific checks and configurations.

* Rehire with New Employment (Option E): This scenario is supported for rehires who are treated as new employees (e.g., with a new employee ID), allowing automatic initiation of onboarding with distinct employment records.

Option B (Concurrent Employment) is incorrect because concurrent employment is managed in Employee Central and not directly supported by automatic hiring in Onboarding. Option C (Global Assignment) is incorrect because global assignments are configured separately and not part of the automatic hiring function.

NEW QUESTION # 38

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

- A. It can be accessed by using SAP For Me.
- 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. Customers can grant access to the dashboard to partners.

Answer: A,D

NEW QUESTION # 39

How can you assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Set rule "SAP_ONB2_HMReviewCheck" to True.
- B. Add an HRIS element in the user data file.
- C. Create a custom HRIS element as an MDF object.
- D. Set up role-based permissions.

Answer: A,D

Explanation:

Assigning the Review New Hire Data step to a hiring manager can be done by configuring role-based permissions to allow access and setting the "SAP_ONB2_HMReviewCheck" rule to True. These configurations ensure that hiring managers have the correct access to perform data reviews for new hires.

NEW QUESTION # 40

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