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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	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	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 5	Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 6	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	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 (Q45-Q50):

NEW QUESTION # 45

What rules do you have to configure for the New Hire Data Collection and Personal Paperwork steps?

- A. SAP_ONB2_DataCollectionConfigSelect
- B. SAP_ONB2_ECDataCollectionCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_HMReviewCheck

Answer: A

Explanation:

The rule "SAP_ONB2_DataCollectionConfigSelect" is configured for the New Hire Data Collection and Personal Paperwork steps, ensuring that data collection settings are applied accurately to support the onboarding workflow and data consistency.

NEW QUESTION # 46

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite? Note: There are 3 correct answers to this question.

- A. Modify the Onboarding templates in Recruiting Management.
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.
- C. Modify the Onboarding Feature Permission on job requisition template XML files.
- D. Define the applicant status set for Onboarding in Recruiting Management.
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center.

Answer: B,C,D

NEW QUESTION # 47

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

Note: There are 2 correct answers to this question.

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

Answer: B,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 # 48

What is an Offboarding program?

- A. Both predefined and custom tasks completed by the manager and exiting employee
- B. A list of exit survey questions completed by the exiting employee
- C. Custom tasks that are completed by the manager and exiting employee
- D. Predefined tasks that are completed by the manager and exiting employee

Answer: A

Explanation:

An Offboarding program in SAP SuccessFactors includes both predefined and custom tasks that are completed by the exiting employee and their manager. This approach provides flexibility to address specific organizational needs and ensure a smooth transition for the exiting employee.

NEW QUESTION # 49

Which business rule allows the offboarder to edit their personal information?

- A. ONB2ResponsibilityConfig
- B. ONB2_OFB_Employee ReviewCheck
- C. ONB2_OFB_ManagerReviewCheck
- D. ONB2SelectOffboarding ActivitiesConfig

Answer: B

NEW QUESTION # 50

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