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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 4	• 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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Onboarding Sample Questions (Q48-Q53):

NEW QUESTION # 48
Which type of Onboarding data is included in the Read Audit Reports feature?
Note: There are 3 correct answers to this question.

- A. Documents with sensitive data
- B. All documents
- C. Data from Recruiting Management and Employee Central
- D. E-mail notifications
- E. Custom data from MDF custom objects

Answer: C,D,E

Explanation:
The Read Audit Reports feature in SAP SuccessFactors Onboarding provides visibility into various data points related to the onboarding process. This includes records of e-mail notifications sent as part of onboarding communications, custom data captured through MDF custom objects, and data integrated from Recruiting Management and Employee Central. These capabilities help ensure compliance and transparency in onboarding data management.

NEW QUESTION # 49
What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?
Note: There are 3 correct answers to this question.

- A. Onboarding Configuration
- B. Update New Hire Data
- C. Complete Data Collection Tasks
- D. Access Additional Onboarding Data Permission
- E. Access New Hire Data Permission

Answer: B,C,E

Explanation:
The hiring manager and onboarding participants require specific permissions to manage new hire data effectively. Permissions such as "Update New Hire Data" and "Complete Data Collection Tasks" allow for the completion of onboarding activities on behalf of the new hire. "Access New Hire Data Permission" provides access to the new hire's data, ensuring onboarding participants can complete essential tasks as part of the onboarding workflow.

NEW QUESTION # 50
How do you enable the Employee Profile Selection page in SAP SuccessFactors Onboarding?
Note: There are 2 correct answers to this question.

- A. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario.
- B. Add the business rule to the Onboarding Configuration in Manage Data.
- C. Enable the Employment Profile Selection API.
- D. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template.

Answer: B,C

Explanation:
Enabling the Employee Profile Selection page requires adding a specific business rule in Onboarding Configuration within Manage Data and enabling the Employment Profile Selection API. These configurations allow the internal hiring process to provide options for selecting profiles when onboarding existing employees.

NEW QUESTION # 51
What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Document generation, e-signature, global reassignment of employees
- B. Data collection of new hire personal information
- C. Management of contingent workers
- D. External HRIS integration with internal hire process

Answer: A,B,D

Explanation:
SAP SuccessFactors Onboarding supports several features designed to streamline and automate the onboarding process. These features include document generation, which allows creating and managing onboarding documents; e-signature capabilities to facilitate digital signing of onboarding documents; and the ability to reassign employees globally. The module also integrates with external HRIS systems, ensuring data flows seamlessly into internal processes, and collects critical personal information from new hires.

NEW QUESTION # 52
If a responsibility group is NOT assigned to an onboarding task, who will be assigned by default?

- A. The Onboarding Administrator will be considered the responsible owner.
- B. The HR Manager will be considered the responsible owner.
- C. The Recruiter will be considered the responsible owner.
- D. The Hiring Manager will be considered the responsible owner.

Answer: D

Explanation:
In SAP SuccessFactors Onboarding, if no specific responsibility group is assigned to a task, the Hiring Manager is assigned by default. This assignment ensures tasks are not left unassigned and that the hiring manager takes responsibility for completing or overseeing the onboarding process.

NEW QUESTION # 53
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