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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 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 3	<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 4	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q46-Q51):

NEW QUESTION # 46

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

Answer: B,C,E

Explanation:

Hiring managers or other onboarding participants (e.g., HR coordinators) may need to complete data collection tasks on behalf of a new hire, such as during the Personal Data Collection or Additional Data Collection steps. This requires specific role-based permissions (RBPs) to access and modify new hire data.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Update New Hire Data (Option A): This permission allows users to edit and update the new hire's data in the Onboarding process, including data collected during the Personal Data Collection step.

* Complete Data Collection Tasks (Option B): This permission enables users to complete data collection tasks assigned to the new hire, ensuring all required fields are filled out.

* Access New Hire Data Permission (Option D): This permission grants read access to the new hire's data, which is necessary before updating or completing tasks on their behalf.

Option C (Access Additional Onboarding Data Permission) is incorrect because it is not a standard RBP; additional data access is covered under Access New Hire Data. Option E (Onboarding Configuration) is incorrect because it relates to administrative configuration, not task completion on behalf of a new hire.

NEW QUESTION # 47

What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hireable
- B. Hired
- C. Initiate onboarding
- D. None

Answer: A

Explanation:

Managing Clean Core

NEW QUESTION # 48

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. Onboarder
- B. HR Manager
- C. Second Manager
- D. Future Manager
- E. Matrix Manager

Answer: A,B,D

NEW QUESTION # 49

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. RFC
- **B. OData**
- C. IDoc
- **D. SOAP**

Answer: B,D

Explanation:

SAP recommends using OData and SOAP APIs for clean core integrations, as these API types support efficient data exchange while minimizing dependencies and customization within the core SAP environment.

NEW QUESTION # 50

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- B. Add the Process Management permission to the Onboarding administrator role
- **C. Add the administrator to OnboardingBPEServiceUser group**
- D. Add the administrator to OnboardingBpeAdmin group

Answer: C

NEW QUESTION # 51

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