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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">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 3	<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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q44-Q49):

NEW QUESTION # 44

If a responsibility group is NOT assigned to an onboarding task who will be assigned by default?

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

Answer: B

NEW QUESTION # 45

How do you add custom tokens to e-mail templates for Onboarding? Note: There are 3 correct answers to this question.

- A. Add field names on the content of the document template.
- **B. Map the field names on the document template to fields defined in Onboarding.**
- **C. Create a document template using Document Generation.**
- D. Create a document template for custom tokens using Maintain Onboarding Offboarding Document Templates.
- **E. Use format {fieldID} to add custom tokens in the subject body of the e-mail in Email Services.**

Answer: B,C,E

NEW QUESTION # 46

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?

Note: There are 3 correct answers to this question.

- **A. jobInfo**
- B. compInfo
- C. personInfo
- **D. employmentInfo**
- **E. personalInfo**

Answer: A,D,E

NEW QUESTION # 47

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure the Offboarding process
- **B. Ability to configure Offboarding programs**
- C. Ability to configure Offboarding e-mail templates
- D. Ability to manage Offboarding content

Answer: B

Explanation:

The ONB2OffboardingActivitiesConfig permission provides users the ability to configure Offboarding programs, including defining activities and workflows within the Offboarding process. This permission is essential for administrators managing Offboarding configurations.

NEW QUESTION # 48

Which HRIS elements are required to include specific fields mapped between Recruiting Management and Employee Central?
Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. jobInfo
- C. personInfo
- D. compInfo
- E. personallInfo

Answer: B,C,E

Explanation:

For effective integration between Recruiting Management and Employee Central, certain HRIS elements are necessary to map specific fields. The "personallInfo," "personInfo," and "jobInfo" elements are crucial as they store essential details like personal data and job-related information that must align across both modules.

NEW QUESTION # 49

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