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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	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 3	Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
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.
Topic 5	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 6	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 7	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 8	Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q26-Q31):

NEW QUESTION # 26

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using only a middleware system
- B. Create an export of new hire data using Integration Center or OData APIs
- C. Configure the Onboarding data model
- D. Configure all the Event Reasons
- E. Import Employee Data using Integration Center or OData APIs

Answer: B,C,E

Explanation:

Integrating an external HRIS with SAP SuccessFactors Onboarding requires configuring data transfers and aligning the data model to ensure seamless onboarding processes.

According to the SAP SuccessFactors Onboarding and Integration Guide:

* Import Employee Data using Integration Center or OData APIs (Option B): Employee data from the external HRIS must be imported into SuccessFactors using Integration Center or OData APIs to create onboarding records and populate fields like personInfo or jobInfo.

* Configure the Onboarding data model (Option C): The Onboarding data model must be configured to map fields from the external HRIS to SuccessFactors entities (e.g., personInfo, jobInfo), ensuring data compatibility.

* Create an export of new hire data using Integration Center or OData APIs (Option E): New hire data may need to be exported back to the external HRIS for synchronization, using Integration Center or OData APIs to maintain consistency.

Option A (Create an export using only a middleware system) is incorrect because exports can use Integration Center or APIs, not just middleware. Option D (Configure all the Event Reasons) is incorrect because only relevant event reasons (e.g., hire, termination) need configuration, not all.

NEW QUESTION # 27

How can you create an additional data collection step? Note: There are 3 correct answers to this question.

- A. Create a custom MDF object.
- B. Modify ONB2DataCollectionConfig object.
- C. Define the visibility of the custom MDF object.
- D. Create a UI for the custom MDF object.
- E. Create new fields in the Employee Central data model.

Answer: A,B,D

NEW QUESTION # 28

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

Answer: A,B

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 # 29

Which new hire data is used for the first rehire check in the Onboarding process? Note: There are 2 correct answers to this question.

- A. Data from the applicant tracking system
- B. Data captured during the Personal Data Collection/Paperwork step
- C. Data captured during the Review New Hire Data step
- D. Data coming from the Add New Hire to Onboarding tool

Answer: A,C

NEW QUESTION # 30

Which object permission allows participants to cancel the Onboarding process flow?

- A. Process
- B. Cancel Onboarding Permission
- C. Process Trigger
- D. Configure Object Definitions

Answer: A

NEW QUESTION # 31

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