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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 3	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 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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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q21-Q26):

NEW QUESTION # 21

Who should be provided role-based permissions to perform Offboarding? Note: There are 3 correct answers to this question.

- A. Contingent workers
- B. Administrator
- C. External employees
- D. Manager
- E. All employees

Answer: B,D,E

NEW QUESTION # 22

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

Answer: A,C,D

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 personalInfo 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., personalInfo, 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 # 23

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

Answer: A,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 # 24

You have configured custom data collection and uploaded the forms in Maintain Onboarding Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Create a business rule.
- **B. Select Direct in the Mapping Type column.**
- **C. Choose the MDF custom object as the base object.**
- D. Select Rule in the Mapping Type column.
- **E. Select the fields from the MDF custom object in the Target Field column.**

Answer: B,C,E

Explanation:

To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, administrators should set the MDF custom object as the base object, choose "Direct" in the Mapping Type column, and select the relevant fields in the Target Field column. This setup allows seamless integration of custom fields into onboarding document templates.

NEW QUESTION # 25

How do you add custom tokens to e-mail templates for Onboarding?

Note: There are 3 correct answers to this question.

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

Answer: B,D,E

Explanation:

Custom tokens can be added to onboarding email templates by mapping fields in the document template to Onboarding fields, creating templates through Document Generation, and using {fieldID} format in the email content. This allows for dynamic data to be included in onboarding communications.

NEW QUESTION # 26

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