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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">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 3	<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 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.
Topic 5	<ul style="list-style-type: none">Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):

NEW QUESTION # 80

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. **OnboardingBPEServiceUser**
- C. **SAP_ONB2_RehireCoordinator**
- D. OnboardingBPEAdmin

Answer: B,C

Explanation:

The SAP_ONB2_RehireCoordinator and OnboardingBPEServiceUser roles are default roles in SAP SuccessFactors Onboarding. These roles enable coordination and service functions, particularly in rehire and process management contexts, to support onboarding processes effectively.

NEW QUESTION # 81

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Document Signature
- B. Sign Document
- C. **Consent**
- D. **Signature**

Answer: C,D

Explanation:

The "Consent" and "Signature" object permissions are necessary for embedding electronic signatures in SAP SuccessFactors Onboarding. These permissions allow users to digitally consent and sign required documents as part of the onboarding process.

NEW QUESTION # 82

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. globalInfo
- B. employmentInfo
- C. **compInfo**
- D. **jobInfo**

Answer: C,D

Explanation:

In SAP SuccessFactors Employee Central, transfer events are triggered when changes are made to specific data entities that affect an employee's job or compensation details. These events are relevant to Onboarding for processes like internal hires or global assignments.

According to the SAP SuccessFactors Employee Central and Onboarding Configuration Guide:

* **compInfo**(Compensation Information): Changes to an employee's compensation details, such as salary or bonuses, can trigger a transfer event, as these are critical for updating employee records during Onboarding or crossboarding.

* **jobInfo**(Job Information): Changes to job-related data, such as position, department, or location, are tracked as transfer events, as they impact the employee's role and are relevant to Onboarding processes.

Option A (globalInfo) is incorrect because globalInfo contains country-specific personal data, which is not typically associated with transfer events. Option D (employmentInfo) is incorrect because employmentInfo tracks high-level employment details (e.g., hire date), but changes to this entity do not directly trigger transfer events in the context of Onboarding.

NEW QUESTION # 83

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Manager Review
- B. Employee Review
- C. Document Flow
- D. Compliance Forms
- E. Additional Data Collection

Answer: A,B,C

Explanation:

The SAP SuccessFactors Offboarding process includes a series of standard steps to ensure a structured exit process for employees leaving the organization. These steps involve tasks for the offboardee, manager, and other stakeholders.

According to the SAP SuccessFactors Offboarding Implementation Guide:

* Employee Review(Option B): This step allows the offboardee to review and update their personal information or complete exit-related tasks, such as filling out an exit survey.

* Document Flow(Option D): This step involves routing documents (e.g., exit forms, acknowledgments) for review or e-signature, ensuring all necessary paperwork is completed.

* Manager Review(Option E): The manager reviews the offboardee's data, completes tasks like approving knowledge transfer plans, and ensures all exit requirements are met.

Option A (Additional Data Collection) is incorrect because it is primarily an Onboarding step, not standard in Offboarding. Option C (Compliance Forms) is incorrect because, while forms may be part of Document Flow, it is not a distinct standard step in the Offboarding process.

NEW QUESTION # 84

Transfer events are created only for changes made to which Employee Central data entities? Note: There are 2 correct answers to this question.

- A. globalInfo
- B. complInfo
- C. employmentInfo
- D. jobInfo

Answer: B,D

NEW QUESTION # 85

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