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### SAP C\_THR97\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q68-Q73):

### NEW QUESTION # 68

How can you create a custom task for an offboarding program? Note: There are 2 correct answers to this question.

- A. Create a UI using the UI Template Editor.
- B. Define a business rule for the custom task.
- C. Create a custom MDF object.
- D. Create email notifications for the custom task.

Answer: A,C

### NEW QUESTION # 69

How can you grant Onboarding access to the future manager of an internal hire? Note: There are 2 correct answers to this question.

- A. Add the picklist code managers (internal hire) to the jobReflType picklist in SAP SuccessFactors.
- B. Create a Role-Based Permission role for the internal hire's future manager add necessary onboarding permissions assign the role to a future manager Role-Based Permission group.
- C. Create a Role-Based Permission group for the internal hire's future manager assign the necessary permissions.
- D. Create a Role-Based Permission role with necessary onboarding permissions assign it to the Future Manager (Internal Hire) group.

Answer: A,D

### NEW QUESTION # 70

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign Account Username
- B. DocuSign User ID
- C. DocuSign Account Password
- D. DocuSign API Account ID

Answer: B,D

### NEW QUESTION # 71

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

**Answer: A,D,E**

Explanation:

To integrate an external HRIS with SAP SuccessFactors Onboarding, it is necessary to import employee data using Integration Center or OData APIs, configure the Onboarding data model, and create an export of new hire data. These configurations facilitate the seamless exchange of employee information across systems.

### NEW QUESTION # 72

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2\_PreDay1AccessCheck
- B. ONB2\_HMReviewCheck
- C. ONB2\_CustomDataCollectionCheck
- D. ONB2\_InternalHire\_Configuration
- E. ONB2\_ECDataCollectionCheck

**Answer: B,C,E**

Explanation:

The "ONB2\_HMReviewCheck," "ONB2\_ECDataCollectionCheck," and "ONB2\_CustomDataCollectionCheck" rules are standard business rules that control data collection processes in Onboarding. These rules facilitate the collection and verification of essential new hire data to ensure a compliant and efficient onboarding workflow.

### NEW QUESTION # 73

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