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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	• 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 3	• 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 4	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q75-Q80):

NEW QUESTION # 75
How can you grant Onboarding access to the future manager of an internal hire?
Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:
To provide Onboarding access to the future manager of an internal hire, permissions can be set up through Role-Based Permission (RBP) configurations. Creating an RBP role with the necessary permissions and assigning it to the "Future Manager (Internal Hire)" group is one option. Additionally, modifying the jobRelType picklist by adding a specific code (e.g., "managers (internal hire)") allows managers to be designated correctly for internal hires in the onboarding process.

NEW QUESTION # 76
How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Configure Object Definitions
- B. Go to Admin Center > Manage Business Configuration
- C. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck
- D. Go to Admin Center > Manage Permission Roles > Metadata Framework

Answer: A

Explanation:
To configure a custom object for use in Custom Data Collection within SAP SuccessFactors Onboarding, you must define the custom object in the Metadata Framework (MDF). This is done through theConfigure Object Definitionstool in the Admin Center. The process involves creating or modifying a custom MDF object that can be used to store and collect additional data during the Onboarding process.
According to the SAP SuccessFactors Onboarding Implementation Guide, the steps include:
* Navigate toAdmin Center > Configure Object Definitions.
* Create a new object or edit an existing one to define the fields required for data collection.
* Ensure the object is associated with the Onboarding process by linking it to the appropriate data collection step (e.g., Additional Data Collection).
* Configure visibility and permissions for the object to ensure it is accessible to relevant users (e.g., new hires or administrators).
Option A (Configure Business Rules) is incorrect because theONB2_CustomDataCollectionCheckrule is used to validate data collected, not to configure the custom object itself. Option C (Manage Permission Roles
> Metadata Framework) is related to granting permissions but does not involve configuring the object. Option D (Manage Business Configuration) is used for configuring HRIS elements, not MDF objects for custom data collection.

NEW QUESTION # 77

Which object permissions are used for embedded signatures?
Note: There are 2 correct answers to this question.

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

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 # 78

How can you associate a custom object to an onboarding process?

- A. Go to Admin Center → Manage Business Configuration.
- B. Go to Admin Center → Manage Permission Roles → Metadata Framework.
- C. Go to Admin Center → Configure Object Definitions.
- D. Go to Admin Center → Configure Business Rules → Activate Rule ONB2_CustomDataCollectionCheck.

Answer: C

Explanation:
Custom objects can be associated with onboarding processes by configuring them in "Configure Object Definitions" in Admin Center. This setup allows integration of custom data elements into the onboarding process for specific data collection needs.

NEW QUESTION # 79

How can you add a final review step in an onboarding process?
Note: There are 3 correct answers to this question.

- A. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- B. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.
- C. Enable Final Review in Onboarding General Settings.
- D. Add the Final Review step using Process Variant Manager.
- E. Define a business rule using the Assign Responsible Group for Data Review.

Answer: B,D,E

Explanation:
A final review step can be incorporated into the onboarding process by utilizing the Process Variant Manager to add the step, defining a business rule to assign responsible groups for data review, and configuring task participation through the DEFAULT_ONB2_CONFIG object. These configurations ensure data accuracy and completeness before the onboarding process concludes.

NEW QUESTION # 80

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