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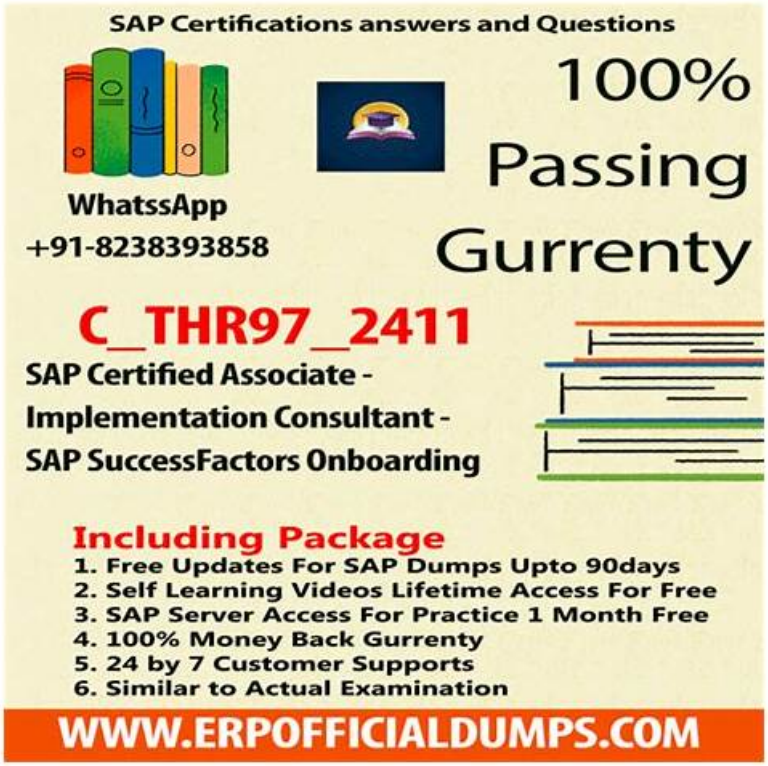

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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q29-Q34):

NEW QUESTION # 29
Which object permission allows participants to cancel the Onboarding process flow?

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

Answer: B

NEW QUESTION # 30
How can you associate a custom object to an onboarding process?

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

Answer: D

NEW QUESTION # 31
What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. CustomPayType
- B. JobClassificationCountry
- C. personalInfo
- D. CountrySpecificValidationConfiguration
- E. userAccountInfo

Answer: A,B,D

Explanation:
"JobClassificationCountry," "CustomPayType," and "CountrySpecificValidationConfiguration" are examples of MDF objects that can be made visible to new hires using the External User Visibility tool during the Personal Data Collection step. This configuration supports customized data collection relevant to the new hire's role and location.

NEW QUESTION # 32
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. Customers can use the dashboard in the dev test production tenants.
- C. It can be accessed by using SAP For Me.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: A,C

NEW QUESTION # 33
What are some features supported by SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. Global reassignment of employees
- B. Management of contingent workers
- C. Document generation and e-signature
- D. External HRIS integration with internal hire process
- E. Data collection of new hire personal information

Answer: C,D,E

Explanation:
SAP SuccessFactors Onboarding supports a variety of features to streamline the onboarding process for new hires, rehires, and internal transfers. These features enhance user experience, ensure compliance, and integrate with other systems.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* External HRIS integration with internal hire process(Option B): Onboarding supports integration with external HRIS systems to facilitate processes like internal hires, allowing data to be transferred seamlessly via APIs or middleware.
* Document generation and e-signature(Option D): Onboarding includes robust document management capabilities, such as generating forms and enabling e-signatures (e.g., via DocuSign) to collect signatures from new hires or managers.
* Data collection of new hire personal information(Option E): A core feature of Onboarding is the ability to collect personal and job-related information from new hires through steps like Personal Data Collection and Additional Data Collection.
Option A (Global reassignment of employees) is incorrect because global assignments are managed in Employee Central, not directly in Onboarding, though Onboarding can support related processes. Option C (Management of contingent workers) is incorrect because contingent worker management is primarily handled in Employee Central, not Onboarding.

NEW QUESTION # 34
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