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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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"> Role-Based Permissions for Onboarding and Offboarding: This section of the exam measures skills of SAP administrators and covers the management of role-based permissions specifically for onboarding and offboarding processes in SAP SuccessFactors.
Topic 5	<ul style="list-style-type: none"> 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.
Topic 6	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q19-Q24):

NEW QUESTION # 19

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Create a process variant without a Review New Hire Data step.
- B. Skip the step by selecting the option from the Action menu in the Onboarding dashboard.
- C. Define a business rule using the Update Onboarding or Offboarding Process Object scenario.
- D. Cancel the Review New Hire Data task from the Onboarding dashboard.

Answer: A

NEW QUESTION # 20

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed at the Review Hire Data step.
- B. The check is performed during Manage Pending Hires.
- C. The check is performed when Onboarding is initiated.
- D. The check is performed after the Personal Data Collection step is completed.

Answer: C,D

Explanation:

Rehire checks are performed when the Onboarding process is initiated and after the Personal Data Collection step is completed. These checkpoints ensure that potential rehire matches are identified early and throughout the onboarding process.

NEW QUESTION # 21

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Rehire Inactive Employee
- B. Manage Data
- C. Manage Configuration UI
- D. Manage Business Configuration

Answer: B

Explanation:

"Manage Data" in Admin Center allows administrators to configure Hire/Rehire parameters, defining specific field criteria to identify potential rehires and match records accurately for streamlined rehiring processes.

NEW QUESTION # 22

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- **A. Enable "Allow Rehire with Old Employment" switch in Onboarding General Settings.**
- B. Identify the data used to match records using the Hire/Rehire Configuration object.
- **C. Create a responsible group for rehire coordinators.**
- **D. Assign the Rehire Inactive Employee permission.**
- E. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group.

Answer: A,C,D

Explanation:

Configuring the "Rehire with Old Employment" function involves several settings to ensure rehired employees' records are managed accurately. This includes enabling the rehire permission, setting the "Allow Rehire with Old Employment" option in general settings, and assigning a responsible group for rehire coordinators to handle rehire cases effectively.

NEW QUESTION # 23

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process Task
- **B. ONB2Process**
- C. ONB2Process Trigger
- D. ONB2ProcessVariant

Answer: B

NEW QUESTION # 24

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