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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 2	• 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 3	• 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 4	• 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 (Q19-Q24):

NEW QUESTION # 19
A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system.
Which email template is generated in the Onboarding process for this to happen?

- A. (ONB) New Welcome Message Added Template
- B. (ONB) New Hire Welcome Message
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) External User Welcome Message Template

Answer: D

Explanation:
In SAP SuccessFactors Onboarding, when a new hire is initiated into the system, an email is sent to provide access credentials, including a reset password link for external users (new hires who have not yet become internal employees). This is handled by the(ONB) External User Welcome Message Template, which is specifically designed to communicate with external users during the Onboarding process.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* The(ONB) External User Welcome Message Templateis triggered when a new hire is added to the Onboarding process, typically during the initiation phase or when the new hire is moved to theManage Pending Hiresstep. This email includes a link for the new hire to reset their password and access the SuccessFactors system as an external user.
Option A (Welcome Message Notification with Reset Password Support Template) is incorrect because this is not a standard template in Onboarding. Option C ((ONB) New Welcome Message Added Template) does not exist in the system. Option D ((ONB) New Hire Welcome Message) is incorrect because this template is used for general welcome communication, not specifically for password reset links.

NEW QUESTION # 20
Which onboarding processes are supported by the automatic hiring function in Onboarding?
Note: There are 3 correct answers to this question.

- A. Concurrent Employment
- B. Regular Hire
- C. Global Assignment
- D. Rehire with New Employment
- E. Rehire

Answer: B,D,E

Explanation:
The automatic hiring function in SAP SuccessFactors Onboarding supports processes such as Regular Hire, Rehire, and Rehire with New Employment, allowing for efficient onboarding and quick data transitions for these specific employment scenarios.

NEW QUESTION # 21
Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Business Accelerator Hub
- C. SAP Integration Suite

Answer: B

Explanation:
To explore released APIs for SAP SuccessFactors, including those used in Onboarding integrations, theSAP Business Accelerator Hubis the recommended platform. This hub provides a centralized repository for discovering, exploring, and testing SAP APIs, including OData and SOAP APIs used in SuccessFactors integrations.
According to the SAP SuccessFactors Integration Guide:
* TheSAP Business Accelerator Hub(formerly SAP API Business Hub) allows developers and administrators to browse available

APIs, view documentation, and test API calls. It includes APIs for Onboarding, such as those used for initiating processes or retrieving new hire data.

Option A (SAP Integration Suite) is incorrect because it is a platform for building and managing integrations, not for exploring released APIs. Option C (SAP Application Interface Framework) is used for monitoring and managing interfaces, not for discovering APIs.

NEW QUESTION # 22

Which type of Onboarding data is included in the Read Audit Reports feature? Note: There are 3 correct answers to this question.

- A. E-mail notifications
- B. All documents
- C. Data from Recruiting Management Employee Central
- D. Custom data from MDF custom objects
- E. Documents with sensitive data

Answer: A,C,D

NEW QUESTION # 23

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

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

Answer: B,C

NEW QUESTION # 24

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