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

Topic 4	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q59-Q64):

NEW QUESTION # 59
Which role-based permissions apply only to Offboarding? Note: There are 2 correct answers to this question.

- A. Knowledge Transfer Plan
- B. Asset Task
- C. Document Flow
- D. Meeting Task

Answer: A,B

NEW QUESTION # 60
Which role types are supported to electronically sign Onboarding documents?
Note: There are 3 correct answers to this question.

- A. Future Manager
- B. Second Manager
- C. Onboardee
- D. Matrix Manager
- E. HR Manager

Answer: A,C,E

NEW QUESTION # 61
How do you configure the Rehire with Old Employment function in Onboarding?
Note: There are 3 correct answers to this question.

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

Answer: A,C,E

NEW QUESTION # 62
Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?
Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Employee Central API
- C. Manage Workflows
- D. Employee Central Effective Dated Entities

Answer: A,B

Explanation:
Configuring the "Employee Data" and "Employee Central API" permission categories enables access to specific data fields required during Onboarding data collection steps. These permissions allow control over the visibility and accessibility of personal and employment data for users in the onboarding process.

NEW QUESTION # 63
You have configured custom data collection and uploaded the forms in Maintain Onboarding and Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?
Note: There are 3 correct answers to this question.

- A. Create a business rule
- B. Select Direct in the Mapping Type column
- C. Select the fields from the MDF custom object in the Target Field column
- D. Choose the MDF custom object as the base object
- E. Select Rule in the Mapping Type column

Answer: B,C,D

Explanation:
To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, you need to link the fields in the uploaded document template to the fields in a custom MDF (Metadata Framework) object used for data collection. This is done through theMaintain Onboarding and Offboarding Document Templatestool in Admin Center.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Choose the MDF custom object as the base object(Option A): The custom MDF object, created in Configure Object Definitions, serves as the base object for the data collection fields. You select this object to map its fields to the document template.
* Select the fields from the MDF custom object in the Target Field column(Option C): In the mapping configuration, you specify the target fields from the MDF custom object that correspond to the document fields, ensuring data is correctly captured.
* Select Direct in the Mapping Type column(Option D): TheDirectmapping type is used to establish a one-to-one relationship between the document field and the MDF object field, allowing data to flow directly from the form to the system.
Option B (Select Rule in the Mapping Type column) is incorrect because theRulemapping type is used for dynamic calculations or conditions, not for standard field mapping. Option E (Create a business rule) is incorrect because business rules are used for validation or triggering actions, not for mapping document fields to MDF fields.

NEW QUESTION # 64
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