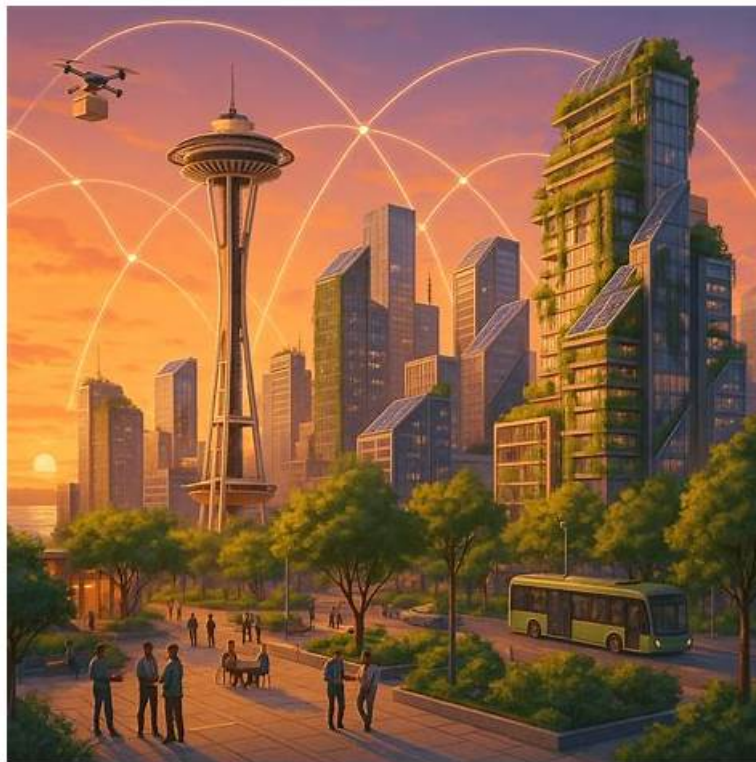


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SAP C-THR97-2411 Exam Syllabus Topics:

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">• 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 3	<ul style="list-style-type: none">• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
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"> • 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q74-Q79):

NEW QUESTION # 74

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_CustomDataCollectionCheck
- B. ONB2_PreDay1AccessCheck
- C. ONB2_HMReviewCheck
- D. ONB2_InternalHire_Configuration
- E. ONB2_ECDataCollectionCheck

Answer: A,C,E

Explanation:

Standard business rules in SAP SuccessFactors Onboarding are used to automate and control data collection processes, ensuring that the right data is collected and validated at the appropriate steps.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* ONB2_HMReviewCheck(Option B): This rule assigns theReview New Hire Datastep to the hiring manager and ensures that the data collected (e.g., personal or job information) is reviewed for accuracy.

* ONB2_ECDataCollectionCheck(Option C): This rule validates data collected during the Personal Data Collection step, ensuring it aligns with Employee Central requirements and is complete before proceeding.

* ONB2_CustomDataCollectionCheck(Option E): This rule is used to validate data collected in custom data collection steps, such as those using custom MDF objects, ensuring compliance with defined criteria.

Option A (ONB2_InternalHire_Configuration) is incorrect because it configures internal hire processes, not data collection specifically. Option D (ONB2_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection processes.

NEW QUESTION # 75

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Document Flow
- B. Compliance Forms
- C. Manager Review
- D. Employee Review
- E. Additional Data Collection

Answer: A,C,D

Explanation:

The SAP SuccessFactors Offboarding process includes a series of standard steps to ensure a structured exit process for employees leaving the organization. These steps involve tasks for the offboarder, manager, and other stakeholders.

According to the SAP SuccessFactors Offboarding Implementation Guide:

* Employee Review(Option B): This step allows the offboarder to review and update their personal information or complete exit-related tasks, such as filling out an exit survey.

* Document Flow(Option D): This step involves routing documents (e.g., exit forms, acknowledgments) for review or e-signature, ensuring all necessary paperwork is completed.

* Manager Review(Option E): The manager reviews the offboarder's data, completes tasks like approving knowledge transfer plans, and ensures all exit requirements are met.

Option A (Additional Data Collection) is incorrect because it is primarily an Onboarding step, not standard in Offboarding. Option C (Compliance Forms) is incorrect because, while forms may be part of Document Flow, it is not a distinct standard step in the Offboarding process.

NEW QUESTION # 76

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

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

Answer: A

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 # 77

If a responsibility group is NOT assigned to an onboarding task who will be assigned by default?

- A. The Onboarding Administrator will be considered as responsible owner.
- B. The Recruiter will be considered as responsible owner.
- C. The Hiring Manager will be considered as responsible owner.
- D. The HR Manager will be considered as responsible owner.

Answer: C

NEW QUESTION # 78

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

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

Answer: B,C,D

NEW QUESTION # 79

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