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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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.

- 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q76-Q81):

NEW QUESTION # 76

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Document Flow
- B. Personal Data Collection
- C. Additional Data Collection
- D. Compliance Forms

Answer: C,D

NEW QUESTION # 77

What are the standard Offboarding process steps? Note: There are 3 correct answers to this question.

- A. Document flow
- B. Employee review
- C. Manager review
- D. Additional data collection
- E. Compliance forms

Answer: A,B,C

NEW QUESTION # 78

What scheduled job type do you create so new hires become internal users?

- A. OnStartDateStatusChange
- B. External to Internal Candidate Profile Conversion
- C. New Hire Export
- D. ConvertExternal UserOnStartDateJob

Answer: D

NEW QUESTION # 79

In which Onboarding process step do you use the Onboarding data model? Note: There are 2 correct answers to this question.

- A. Additional Onboarding Data Collection
- B. Personal Data Collection
- C. Review New Hire Data
- D. Manage Pending Hires

Answer: A,B

NEW QUESTION # 80

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Mass import with a CSV file

- B. Manually start the process within Offboarding
- C. Integrate from an external HRIS
- **D. Integrate with SAP SuccessFactors Employee Central**

Answer: D

Explanation:

Offboarding can be triggered through integration with SAP SuccessFactors Employee Central, allowing the process to initiate automatically based on employee termination events within the system, thus maintaining seamless HR workflows.

NEW QUESTION # 81

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