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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 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	• 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 5	• 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 6	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q71-Q76):

NEW QUESTION # 71

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- A. Map the desired fields using the Onboarding Integration Setup tool in Admin Center.
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.
- C. Modify the Onboarding Feature Permission on job requisition template XML files.
- D. Define the applicant status set for Onboarding in Recruiting Management.
- E. Modify the Onboarding templates in Recruiting Management.

Answer: B,C,D

Explanation:

Configuring the integration between Onboarding and Recruiting Management requires defining the onboarding-specific applicant status, granting necessary permissions to initiate onboarding, and updating permissions in the job requisition XML files. These steps ensure alignment and access control across the onboarding workflow.

NEW QUESTION # 72

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

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

Answer: C

Explanation:

In SAP SuccessFactors Onboarding, new hires start as external users (e.g., with limited system access for onboarding tasks) and must be converted to internal users (employees) with full system access on their start date. This process is automated through a scheduled job.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* ConvertExternalUserOnStartDateJob (Option C): This scheduled job type is created in Provisioning or Scheduled Jobsto automatically convert external users (new hires) to internal users on their start date. The job updates the user's status and grants access to Employee Central and other internal modules.

Option A (OnStartDateStatusChange) is incorrect because it is not a standard job type for user conversion.

Option B (New Hire Export) is incorrect because it is used for exporting data, not converting users. Option D (External to Internal Candidate Profile Conversion) is incorrect because it pertains to recruiting processes, not onboarding user conversion.

NEW QUESTION # 73

How can you create an additional data collection step? Note: There are 3 correct answers to this question.

- A. Define the visibility of the custom MDF object.
- B. Create a custom MDF object.
- C. Modify ONB2DataCollectionConfig object.
- D. Create a UI for the custom MDF object.
- E. Create new fields in the Employee Central data model.

Answer: B,C,D

NEW QUESTION # 74

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

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

Answer: A,B,D

Explanation:

SAP SuccessFactors Onboarding supports electronic signatures from role types like the HR Manager, Onboarder, and Future Manager, allowing these users to sign onboarding documents as part of the process.

NEW QUESTION # 75

Which RBP permission will show you the Onboarding/Offboarding tools in Admin Center?

- A. Show Onboarding Tasks Status on the Dashboard
- B. Administrate Onboarding or Offboarding Content
- C. Onboarding Admin Configuration Item
- D. Manage Onboarding or Offboarding

Answer: D

NEW QUESTION # 76

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