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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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.

Topic 4	<ul style="list-style-type: none"> 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	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q81-Q86):

NEW QUESTION # 81

When you use an external applicant tracking system to initiate the internal hire process what two attributes are required to identify the employee?

- A. Employee ID Name
- B. Name Date of Birth
- C. ID Date of Hire
- D. Employee ID Date of Hire

Answer: A

NEW QUESTION # 82

Which new hire data is used for the first rehire check in the Onboarding process? Note: There are 2 correct answers to this question.

- A. Data from the applicant tracking system
- B. Data captured during the Personal Data Collection/Paperwork step
- C. Data captured during the Review New Hire Data step
- D. Data coming from the Add New Hire to Onboarding tool

Answer: A,C

NEW QUESTION # 83

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Manage Data
- B. Manage Configuration UI
- C. Manage Business Configuration
- D. Rehire Inactive Employee

Answer: A

Explanation:

"Manage Data" in Admin Center allows administrators to configure Hire/Rehire parameters, defining specific field criteria to identify potential rehires and match records accurately for streamlined rehiring processes.

NEW QUESTION # 84

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It provides more control and visibility to configure and administer processes.
- B. It is fully integrated with SAP SuccessFactors Employee Central.
- C. It allows a separate database for Onboarding.

- D. It allows multiple standard process flows for Onboarding scenarios.

Answer: A,B

Explanation:

SAP SuccessFactors Onboarding offers several key benefits, including enhanced control and visibility for configuring and managing onboarding workflows. Additionally, it is fully integrated with SAP SuccessFactors Employee Central, ensuring seamless data flow and eliminating data redundancy across onboarding and core HR processes.

NEW QUESTION # 85

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

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

Answer: A,C,E

Explanation:

The Read Audit Reports feature in SAP SuccessFactors Onboarding provides visibility into various data points related to the onboarding process. This includes records of e-mail notifications sent as part of onboarding communications, custom data captured through MDF custom objects, and data integrated from Recruiting Management and Employee Central. These capabilities help ensure compliance and transparency in onboarding data management.

NEW QUESTION # 86

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