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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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.
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">• 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 4	<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.
Topic 5	<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 6	<ul style="list-style-type: none">• 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 7

- 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q10-Q15):

NEW QUESTION # 10

In the internal hire process, why would you use the Emp Job API to update the employee profile?

- A. To create a transfer event and update the employee profile record
- B. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- C. To send data from Recruiting Management to Onboarding
- D. To initiate the internal hire process using the transfer event

Answer: A

Explanation:

The Emp Job API in SAP SuccessFactors enables the creation of transfer events to update an employee's profile when they are moving to a new position internally. This functionality is vital for keeping employee records accurate and reflective of current assignments and roles within the organization.

NEW QUESTION # 11

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

Note: There are 3 correct answers to this question.

- A. ONB2_PreDay1AccessCheck
- B. ONB2_InternalHire_Configuration
- C. ONB2_HMReviewCheck
- D. ONB2_CustomDataCollectionCheck
- E. ONB2_ECDDataCollectionCheck

Answer: C,D,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 the Review New Hire Datastep to the hiring manager and ensures that the data collected (e.g., personal or job information) is reviewed for accuracy.

* ONB2_ECDDataCollectionCheck(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 # 12

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. SAP_ONB2_RehireCoordinator
- C. OnboardingBPEServiceUser
- D. OnboardingBPEAdmin

Answer: A,D

Explanation:

SAP SuccessFactors Onboarding includes several default permission roles to manage the onboarding process.

These roles are preconfigured to assign specific responsibilities to users involved in onboarding tasks.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* OnboardingBPEAdmin(Option A): This role is created by default and grants administrative access to manage onboarding processes, configure settings, and oversee business process engine (BPE) tasks.

* OnboardingExternalUser(Option B): This role is assigned to new hires (external users) to allow them to access the Onboarding system for tasks like completing personal data collection or signing documents.

Option C (SAP_ONB2_RehireCoordinator) is incorrect because it is not a default role; it is a dynamic group or custom role created for rehire processes. Option D (OnboardingBPEServiceUser) is incorrect because it is a system-level role for background processes, not a default role assigned to users.

NEW QUESTION # 13

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

Answer: A,B

Explanation:

The first rehire check in Onboarding uses data from the Review New Hire Data step and data from the applicant tracking system (ATS). This initial check helps identify potential rehires and ensures data consistency across onboarding processes.

NEW QUESTION # 14

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

Note: There are 3 correct answers to this question.

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

Answer: A,B,C

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 # 15

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