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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 3	• 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 4	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 5	• 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 6	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q11-Q16):

NEW QUESTION # 11

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_Initiate_Offboarding_Configuration
- B. ONB2_ProcessClosurePeriodConfig
- C. ONB2_PreDay1AccessCheck
- D. ONB2_InternalHire_Configuration
- E. ONB2_Select_Onboarding_Task_Configuration

Answer: B,C,D

Explanation:

Predefined business rules for Onboarding, such as "ONB2_PreDay1AccessCheck," "ONB2_ProcessClosurePeriodConfig," and "ONB2_InternalHire_Configuration," manage tasks like pre-start access, process closure timelines, and internal hire configurations to support structured onboarding workflows.

NEW QUESTION # 12

How can you create an additional data collection step?

Note: There are 3 correct answers to this question.

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

Answer: A,C,D

NEW QUESTION # 13

How can you create a custom task for an onboarding program? Note: There are 2 correct answers to this question.

- **A. Link the custom MDF object to the custom task.**
- B. Create a UI in Manage Configuration UI for the custom MDF object.
- C. Configure the visibility of the custom MDF object.
- **D. Create a custom MDF object.**

Answer: A,D

NEW QUESTION # 14

Which RBP permissions allow a user to rehire an onboardee?

Note: There are 2 correct answers to this question.

- **A. Rehire Inactive Employee**
- B. Rehire Inactive Employee with New Employment
- **C. Rehire Inactive Employee with New Employment (by 'match' in New Hire)**
- D. Rehire Inactive Employee (by 'match' in New Hire)

Answer: A,C

NEW QUESTION # 15

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- **A. Establish an organizational structure technical foundation transformation methodology for clean core.**
- B. Integrate clean core practices in the end-to-end value process chain.
- **C. Establish release management.**
- D. Establish regular housekeeping tasks procedures.
- **E. Define roles responsibilities as part of a process transformation office.**

Answer: A,C,E

NEW QUESTION # 16

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