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SAP CERTIFICATION

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## SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q64-Q69):

#### NEW QUESTION # 64

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2ProcessTask
- B. ONB2ProcessVariant
- C. ONB2Process
- D. ONB2ProcessTrigger

**Answer: C**

Explanation:

The restart feature in SAP SuccessFactors Onboarding allows administrators to restart an onboarding process for a new hire, typically when errors occur or data needs to be corrected. This feature is managed through a specific Metadata Framework (MDF) object that controls the process flow.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* The ONB2Process object (Option A) is the primary MDF object used to configure and manage the onboarding process, including the restart feature. This object stores process-related data and settings, such as the process status and conditions for restarting. Administrators can configure rules or settings within this object to enable process restarts, either manually or automatically, based on specific triggers.

Option B (ONB2ProcessTask) is incorrect because it manages individual tasks within the process, not the overall process restart.

Option C (ONB2ProcessTrigger) is incorrect because it is used for initiating processes or tasks, not for handling restarts. Option D (ONB2ProcessVariant) is incorrect because it defines variations of the onboarding process, not the restart functionality.

#### NEW QUESTION # 65

Which role-based permissions apply only to Offboarding? Note: There are 2 correct answers to this question.

- A. Meeting Task
- B. Asset Task
- C. Document Flow
- D. Knowledge Transfer Plan

**Answer: B,D**

#### NEW QUESTION # 66

How can you configure the employee global assignment process in Onboarding? Note: There are 3 correct answers to this question.

- A. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.
- B. Enable Context Switcher to allow the employee to toggle between current user profiles global assignments.
- C. Enable Global Assignment in Onboarding General Settings.
- D. Configure a business rule using the Trigger Onboarding Global Assignment scenario.
- E. Add the global assignment business rule to the DEFAULT\_ONB2\_CONFIG object.

**Answer: A,D,E**

#### NEW QUESTION # 67

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

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

**Answer: A**

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 # 68

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure the Offboarding process
- B. Ability to configure Offboarding programs
- C. Ability to configure Offboarding email templates
- D. Ability to manage Offboarding content

**Answer: B**

Explanation:

The ONB2OffboardingActivitiesConfig permission in SAP SuccessFactors Offboarding controls access to specific administrative functions related to the configuration of Offboarding programs.

According to the SAP SuccessFactors Offboarding Configuration Guide:

\* Ability to configure Offboarding programs (Option A): The ONB2OffboardingActivitiesConfig permission allows users to define and customize Offboarding programs, including setting up tasks, assigning responsibilities, and configuring the sequence of activities for exiting employees and managers.

Option B (Ability to manage Offboarding content) is incorrect because content management (e.g., documents or forms) is handled by other permissions, such as Manage Documents. Option C (Ability to configure the Offboarding process) is incorrect because it is too broad; the permission specifically focuses on program configuration, not the entire process. Option D (Ability to configure Offboarding email templates) is incorrect because email template configuration is managed through Email Services, not this permission.

#### NEW QUESTION # 69

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