

# Pass Guaranteed Quiz 2025 First-grade SAP C-THR97-2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Exam Collection



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

| Topic   | Details                                                                                                                                                                                                                                                                                                |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <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 2 | <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 3 | <ul style="list-style-type: none"><li>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.</li></ul> |
| Topic 4 | <ul style="list-style-type: none"><li>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.</li></ul>      |

## C-THR97-2411 New Practice Materials & Free Sample C-THR97-2411 Questions

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q52-Q57):

#### NEW QUESTION # 52

Why would you set permissions for each type of Offboarding task?

- A. To define who can complete both offboarding and onboarding tasks
- B. To define who completes each offboarding task
- C. To define who completes each offboarding program
- D. To define who completes each offboarding activity

**Answer: B**

Explanation:

Setting permissions for each type of Offboarding task ensures that the appropriate users (e.g., exiting employee, manager, HR) are assigned to complete specific tasks, maintaining process efficiency and compliance.

According to the SAP SuccessFactors Offboarding Configuration Guide:

\* To define who completes each offboarding task (Option C): Permissions are configured in Manage Permission Role to assign specific offboarding tasks (e.g., completing exit surveys, returning assets) to designated roles or users. This ensures that only authorized individuals can access and complete their assigned tasks.

Option A (offboarding activity) is incorrect because "activity" is a broader term, and permissions are set at the task level. Option B (offboarding program) is incorrect because permissions are task-specific, not program-wide. Option D (both offboarding and onboarding tasks) is incorrect because permissions are set separately for onboarding and offboarding tasks, not combined.

#### NEW QUESTION # 53

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart
- B. Data captured from the onboarding process will be replaced by data from Recruiting
- C. Data captured from the onboarding process can be retained after an automatic process restart
- D. Data captured from the onboarding process can be retained after a manual process restart

**Answer: C**

#### NEW QUESTION # 54

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

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

**Answer: B,D,E**

### NEW QUESTION # 55

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- **B. Onboarding for new hires**
- C. Process restart for new hires
- **D. Internal hire from transferring employees**

**Answer: B,D**

### NEW QUESTION # 56

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- **A. SAP\_ONB2\_ECDataCollectionCheck**
- B. SAP\_ONB2\_PreDay1AccessCheck
- **C. SAP\_ONB2\_HMReviewCheck**
- D. SAP\_ONB2\_DataCollectionConfigSelect

**Answer: A,C**

Explanation:

Business rules in SAP SuccessFactors Onboarding are essential for automating and validating processes like the Review New Hire Data and Personal Data Collection steps. These rules ensure that data is collected correctly and reviewed by the appropriate users. According to the SAP SuccessFactors Onboarding Implementation Guide:

\* SAP\_ONB2\_ECDataCollectionCheck (Option B): This rule is configured in Configure Business Rules to validate data collected during the Personal Data Collection step, ensuring it meets Employee Central requirements (e.g., mandatory fields are completed).

\* SAP\_ONB2\_HMReviewCheck (Option D): This rule assigns the Review New Hire Data step to the hiring manager and ensures that the collected data is reviewed for accuracy before proceeding in the onboarding process.

Option A (SAP\_ONB2\_DataCollectionConfigSelect) is incorrect because it is not a standard rule for these steps; it does not exist in the system. Option C (SAP\_ONB2\_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection or review.

### NEW QUESTION # 57

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