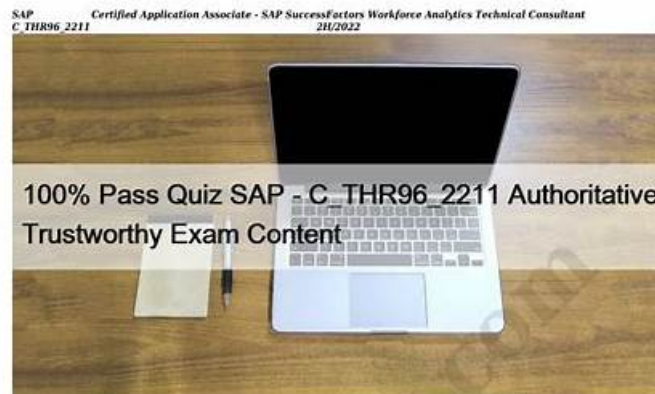


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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.
Topic 2	• 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 3	• 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 4	• 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	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q14-Q19):

NEW QUESTION # 14

What is an Offboarding program?

- A. Custom tasks that are completed by the manager exiting employee
- **B. Both predefined custom tasks completed by the manager exiting employee**
- C. A list of exit survey questions completed by the exiting employee
- D. Predefined tasks that are completed by the manager exiting employee

Answer: B

NEW QUESTION # 15

If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- **A. The Hiring Manager will be considered as responsible owner**
- B. The Onboarding Administrator will be considered as responsible owner
- C. The Recruiter will be considered as responsible owner
- D. The HR Manager will be considered as responsible owner

Answer: A

Explanation:

In SAP SuccessFactors Offboarding, tasks must be assigned to a responsible party to ensure completion. If a responsibility group is not explicitly assigned to an Offboarding task, the system defaults to a predefined role.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* The Hiring Manager will be considered as responsible owner (Option D): By default, if no responsibility group is assigned to an Offboarding task, the system assigns it to the hiring manager of the offboarder, as they are typically responsible for overseeing the employee's exit process.

Option A (HR Manager) is incorrect because HR managers are not the default assignees unless specified.

Option B (Onboarding Administrator) is incorrect because administrators manage the process but are not default task owners.

Option C (Recruiter) is incorrect because recruiters are involved in hiring, not offboarding tasks.

NEW QUESTION # 16

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. RFC
- **B. OData**
- C. IDoc
- **D. SOAP**

Answer: B,D

Explanation:

SAP recommends using OData and SOAP APIs for clean core integrations, as these API types support efficient data exchange while minimizing dependencies and customization within the core SAP environment.

NEW QUESTION # 17

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

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

Answer: A

NEW QUESTION # 18

Which data model contains job-related data about an employee, such as compensation data?

- A. Corporate Data Model
- **B. Succession Data Model**
- C. Country-Specific Corporate Data Model
- D. Country-Specific Succession Data Model

Answer: B

Explanation:

In SAP SuccessFactors, data models define the structure of employee data used across modules like Onboarding and Employee Central. The data model containing job-related information, including compensation data, is critical for onboarding processes where such data is collected or mapped.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Succession Data Model (Option A): The Succession Data Model includes entities like jobInfo, compInfo, and employmentInfo, which store job-related data (e.g., position, department) and compensation details (e.g., salary, bonuses). This model is used in Onboarding to populate and validate employee data during steps like Personal Data Collection or Additional Data Collection.

Option B (Country-Specific Succession Data Model) is incorrect because it extends the Succession Data Model with country-specific fields but is not the primary model for job-related data. Option C (Country-Specific Corporate Data Model) is incorrect because it focuses on organizational data (e.g., legal entities), not employee job or compensation data. Option D (Corporate Data Model) is incorrect because it primarily defines organizational structures, not employee-specific job or compensation details.

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