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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	• 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 3	• 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.

Topic 4	• 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 5	• 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 6	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process 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.
Topic 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q16-Q21):

NEW QUESTION # 16
Who should be provided role-based permissions to perform Offboarding?
Note: There are 3 correct answers to this question.

- A. Contingent workers
- B. External employees
- C. All employees
- D. Manager
- E. Administrator

Answer: C,D,E

Explanation:
Offboarding in SAP SuccessFactors involves multiple stakeholders who need specific role-based permissions (RBPs) to complete tasks like exit surveys, asset returns, or process initiation. The permissions are assigned based on the roles involved in the offboarding process.
According to the SAP SuccessFactors Offboarding Configuration Guide:
* Administrator(Option A): Administrators require permissions likeManage Onboarding or Offboardingto initiate and oversee the offboarding process, configure tasks, and monitor completion.
* Manager(Option C): Managers of the exiting employee need permissions to complete tasks such as reviewing exit data or approving knowledge transfer, typically assigned via roles likeComplete Data Collection Tasks.
* All employees(Option D): Exiting employees (offboardees) need permissions, such as OnboardingExternalUseror equivalent offboarding permissions, to access and complete their assigned tasks, like exit surveys or personal data updates.
Option B (External employees) is incorrect because external employees are not typically involved in offboarding processes. Option E (Contingent workers) is incorrect because contingent workers are managed separately and do not usually participate in standard offboarding tasks.

NEW QUESTION # 17
Which HRIS elements are required to include specific fields mapped between Recruiting Management and Employee Central?
Note: There are 3 correct answers to this question.

- A. jobInfo
- B. personalInfo
- C. personInfo

- D. employmentInfo
- E. compInfo

Answer: A,B,C

Explanation:
For effective integration between Recruiting Management and Employee Central, certain HRIS elements are necessary to map specific fields. The "personalInfo," "personInfo," and "jobInfo" elements are crucial as they store essential details like personal data and job-related information that must align across both modules.

NEW QUESTION # 18

Which Onboarding process is supported for external HRIS integrations?

- A. Offboarding process
- B. Crossboarding process
- C. Onboarding process
- D. Internal Hire process

Answer: C

Explanation:
External HRIS integrations with SAP SuccessFactors Onboarding enable data transfer to support various HR processes. The primary process supported for such integrations is the standard onboarding process for new hires.
According to the SAP SuccessFactors Onboarding and Integration Guide:
* Onboarding process(Option A): The standard onboarding process is fully supported for external HRIS integrations, allowing data (e.g., candidate details, job information) to be imported from an external HRIS via APIs or Integration Center to initiate onboarding for new hires.
Option B (Offboarding process) is incorrect because offboarding integrations are less common and typically rely on Employee Central or manual initiation. Option C (Crossboarding process) is incorrect because crossboarding (e.g., role changes) is primarily internal and not a standard focus for external HRIS integration.
Option D (Internal Hire process) is incorrect because internal hires are managed within SuccessFactors, not typically via external HRIS.

NEW QUESTION # 19

The UI for custom data collection objects can be configured in which of the following ways? Note: There are 3 correct answers to this question.

- A. Enable Intelligent Services.
- B. Use a business rule for the object's visibility.
- C. Go to Admin Center → Manage Configuration UI.
- D. Create a configuration UI object with a specified I
- E. Enable the Admin Configuration tool in Provisioning.

Answer: B,C,D

NEW QUESTION # 20

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

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

Answer: A,D

Explanation:
Role-based permissions (RBPs) in SAP SuccessFactors Offboarding are specific to tasks unique to the offboarding process,

distinguishing them from onboarding or other modules. These permissions ensure that only authorized users can perform offboarding-specific activities.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Knowledge Transfer Plan(Option A): This permission allows users (e.g., managers or HR) to create and manage knowledge transfer plans, a task specific to offboarding to ensure critical knowledge is shared before an employee leaves.

* Asset Task(Option D): This permission enables users to manage tasks related to the return of company assets (e.g., laptops, badges), which is a common offboarding activity.

Option B (Document Flow) is incorrect because document flow permissions apply to both onboarding and offboarding for managing document routing and signatures. Option C (Meeting Task) is incorrect because meeting-related tasks are not specific to offboarding and can apply to other modules.

NEW QUESTION # 21

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