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**SAP Certified Associate -Implementation Consultant - SAP**

**SuccessFactors Onboarding**

**QUESTION & ANSWERS**

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## **SAP C\_THR97\_2411 Exam Syllabus Topics:**

<b>Topic</b>	<b>Details</b>
Topic 1	<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>
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 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 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## Latest SAP C\_THR97\_2411 Questions in Three Different Formats

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q57-Q62):

#### NEW QUESTION # 57

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Create a custom HRIS element as an MDF object
- B. Set rule SAP\_ONB2\_HMReviewCheck to True**
- C. Set up role-based permissions**
- D. Add an HRIS element in the user data file

**Answer: B,C**

Explanation:

Assigning the Review New Hire Data step to a hiring manager in SAP SuccessFactors Onboarding requires configuring permissions and business rules to ensure the manager is responsible for reviewing the new hire's data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Set up role-based permissions (Option B): Role-based permissions must be configured in Manage Permission Roles to grant the hiring manager access to the Review New Hire Data task. This includes permissions like Access New Hire Data and Update New Hire Data.

\* Set rule SAP\_ONB2\_HMReviewCheck to True (Option C): The SAP\_ONB2\_HMReviewCheck business rule, configured in Configure Business Rules, must be set to True to assign the Review New Hire Data step to the hiring manager. This rule triggers the task assignment based on the manager's role.

Option A (Create a custom HRIS element as an MDF object) is incorrect because HRIS elements are not required for assigning this step. Option D (Add an HRIS element in the user data file) is incorrect because user data files are used for data import, not for task assignment.

#### NEW QUESTION # 58

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

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

**Answer: C**

#### **NEW QUESTION # 59**

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Assign onboardees or new hires to specific meetings
- B. Archive the tasks of onboarding and offboarding processes
- C. Update onboarding and offboarding process flows
- D. Update the compliance metadata records
- E. Synchronize metadata objects to the database

**Answer: C,D,E**

#### **NEW QUESTION # 60**

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Mass import with a CSV file.
- B. Integrate from an external HRIS.
- C. Integrate with SAP SuccessFactors Employee Central.
- D. Manually start the process within Offboarding.

**Answer: C**

#### **NEW QUESTION # 61**

What is the only condition that executes the second rehire check?

- A. A potential match is detected during the Review New Hire Data step.
- B. The Personal Data Collection step is completed.
- C. A potential match is detected when Onboarding is initiated.
- D. A potential match is not identified in the first rehire check.

**Answer: D**

Explanation:

The second rehire check is executed only if the first rehire check does not identify a potential match. This condition ensures that all possible rehire candidates are thoroughly reviewed before the onboarding process continues.

#### **NEW QUESTION # 62**

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