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C_THR97_2411

SAP Certified Associate -Implementation Consultant - SAP

SuccessFactors Onboarding

QUESTION & ANSWERS

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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

Topic 3	• 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.
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	• 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 6	• 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 7	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

NEW QUESTION # 41

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- **A. ONB2_ECDataCollectionCheck**
- B. ONB2_InternalHire_Configuration
- **C. ONB2_CustomDataCollectionCheck**
- D. ONB2_PreDay1AccessCheck
- **E. ONB2_HMReviewCheck**

Answer: A,C,E

Explanation:

The "ONB2_HMReviewCheck," "ONB2_ECDataCollectionCheck," and "ONB2_CustomDataCollectionCheck" rules are standard business rules that control data collection processes in Onboarding. These rules facilitate the collection and verification of essential new hire data to ensure a compliant and efficient onboarding workflow.

NEW QUESTION # 42

What are some features supported by SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- **A. Management of contingent workers**
- **B. Data collection of new hire personal information**
- **C. Document generation e-signature Global reassignment of employees**

- D. External HRIS integration with internal hire process

Answer: A,B,C

NEW QUESTION # 43

Which business rule allows the offboarder to edit their personal information?

- A. ONB2SelectOffboardingActivitiesConfig
- B. ONB2_OFB_ManagerReviewCheck
- **C. ONB2_OFB_EmployeeReviewCheck**
- D. ONB2ResponsibilityConfig

Answer: C

Explanation:

The ONB2_OFB_EmployeeReviewCheck rule enables offboarding employees to review and edit their personal information as part of the exit process, ensuring that their records are accurate and up to date before their departure.

NEW QUESTION # 44

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- **A. Initiate Onboarding from SAP SuccessFactors Recruiting.**
- B. Import a CSV file of new hires in Admin Center.
- **C. Add a new hire to Onboarding in Admin Center.**
- **D. Initiate Onboarding from an external applicant tracking system.**
- E. Add a New Employee in Admin Center.

Answer: A,C,D

Explanation:

The Onboarding process in SAP SuccessFactors can be initiated through multiple avenues. New hires can be added directly in the Admin Center, or onboarding can begin automatically when a new employee is hired from SAP SuccessFactors Recruiting. Additionally, integration with external applicant tracking systems allows onboarding initiation for candidates hired outside SAP SuccessFactors.

NEW QUESTION # 45

What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hired
- B. Initiate Onboarding
- C. None
- **D. Hireable**

Answer: D

NEW QUESTION # 46

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