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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q56-Q61):

NEW QUESTION # 56
What type of status should a candidate be in to successfully initiate Onboarding?

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

Answer: B

NEW QUESTION # 57
How can you add a final review step in an onboarding process? Note: There are 3 correct answers to this question.

- A. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- B. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.
- C. Add the Final Review step using Process Variant Manager.
- D. Define a business rule using the Assign Responsible Group for Data Review.
- E. Enable Final Review in Onboarding General Settings.

Answer: B,C,D

NEW QUESTION # 58
How can you create a custom task for an offboarding program? Note: There are 2 correct answers to this question.

- A. Create a UI using the UI Template Editor.
- B. Define a business rule for the custom task.
- C. Create a custom MDF object.
- D. Create email notifications for the custom task.

Answer: A,C

NEW QUESTION # 59
What are some of the Email Services features available in Onboarding? Note: There are 3 correct answers to this question.

- A. Configure reminder notifications to control the frequency of reminder messages.
- B. Trigger an onboarding task.
- C. Delete a preconfigured e-mail template.
- D. Attach documents to e-mail notifications.
- E. Create new e-mail templates with business locale-specific rules content.

Answer: A,D,E

NEW QUESTION # 60
Who should be provided role-based permissions to perform Offboarding?
Note: There are 3 correct answers to this question.

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

Answer: B,C,D

Explanation:
Role-based permissions should be granted to administrators, managers, and employees to ensure they can perform Offboarding tasks as required. These roles typically have responsibilities in the offboarding process, such as managing tasks and overseeing the exit process for departing employees.

NEW QUESTION # 61
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