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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	• 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 3	• 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 4	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q60-Q65):

NEW QUESTION # 60
Which Onboarding process is supported for external HRIS integrations?

- A. Crossboarding process
- B. Offboarding 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 # 61
What type of status should a candidate be in to successfully initiate Onboarding?

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

Answer: C

Explanation:
For onboarding to be initiated, a candidate's status must be set to "Hireable." This status confirms the candidate is eligible for onboarding processes to begin, aligning with the hiring workflow in SAP SuccessFactors.

NEW QUESTION # 62
What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?
Note: There are 3 correct answers to this question.

- A. First Name, Middle Name, Last Name
- B. First Name, Last Name, Date of Birth
- C. National ID
- D. First Name, Last Name
- E. Date of Birth

Answer: B,C,D

NEW QUESTION # 63
Which object permission allows participants to cancel the Onboarding process flow?

- A. Configure Object Definitions
- B. Process Trigger
- C. Cancel Onboarding Permission
- D. Process

Answer: D

NEW QUESTION # 64

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. A potential match is detected when Onboarding is initiated.
- C. The Personal Data Collection step is completed.
- 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 # 65

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