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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	• 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	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):

NEW QUESTION # 80

How can you grant Onboarding access to the future manager of an internal hire? Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role with necessary onboarding permissions assign it to the Future Manager (Internal Hire) group.
- B. Create a Role-Based Permission role for the internal hire's future manager add necessary onboarding permissions assign the role to a future manager Role-Based Permission group.
- C. Add the picklist code managers (internal hire) to the jobReIType picklist in SAP SuccessFactors.
- D. Create a Role-Based Permission group for the internal hire's future manager assign the necessary permissions.

Answer: A,C

NEW QUESTION # 81

How do you grant your administrator the ability to update the Onboarding Process Flows tool?

- A. Add the administrator to the OnboardingBPEServiceUser group
- B. Add the administrator to the OnboardingBpeAdmin group
- C. Add the Process Management permission to the Onboarding administrator role
- D. Add the administrator to the SAP_ONB2_ErrorFlowAdmins group

Answer: B

Explanation:

Adding the administrator to the OnboardingBpeAdmin group provides them with the necessary permissions to update and manage the Onboarding Process Flows tool. This group is designated for administrators responsible for overseeing onboarding process configurations.

NEW QUESTION # 82

Which permission allows participants to cancel the Onboarding processes?

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

Answer: B

Explanation:

In SAP SuccessFactors Onboarding, specific permissions are required to allow participants, such as administrators or hiring managers, to cancel an Onboarding process. This action is controlled by a dedicated role-based permission (RBP).

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Cancel Onboarding Permission (Option D): This permission, configured in Manage Permission Roles

, grants users the ability to cancel an Onboarding process for a new hire. It is typically assigned to administrators or HR coordinators who need to manage process interruptions, such as when a new hire withdraws or an error occurs.

Option A (Configure Object Definitions) is incorrect because it relates to creating or modifying MDF objects, not canceling processes. Option B (Process Trigger) is incorrect because it pertains to initiating processes, not canceling them. Option C (Process) is incorrect because it is too vague and not a specific permission for canceling Onboarding processes.

NEW QUESTION # 83

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

- A. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.

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

Answer: A,C,D

NEW QUESTION # 84

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- A. Document Generation - Manage Document Template Mapping
- B. Configure Business Rules
- C. Maintain Onboarding and Offboarding Document Templates
- D. Email Services
- E. Document Generation - Manage Document Template

Answer: A,D,E

Explanation:

Custom tokens in email templates for SAP SuccessFactors Onboarding are used to dynamically insert data (e.g., new hire name, start date) into email notifications. These tokens are configured using specific admin tools in the system.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Email Services (Option B): The Email Servicetool in Admin Center allows administrators to create and edit email templates, including adding custom tokens in the subject or body using the format {fieldID}.

* Document Generation - Manage Document Template (Option D): This tool enables the creation of document templates that can include custom tokens, which are then referenced in email notifications (e.g., for document links or data).

* Document Generation - Manage Document Template Mapping (Option E): This tool is used to map custom tokens to specific fields in MDF objects or other data sources, ensuring the correct data is populated in emails.

Option A (Maintain Onboarding and Offboarding Document Templates) is incorrect because it is used for uploading and managing document templates, not for creating custom tokens in emails. Option C (Configure Business Rules) is incorrect because business rules are used for logic and validation, not for defining email tokens.

NEW QUESTION # 85

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