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## C-THR97-2411 Vce Format | Cert C-THR97-2411 Exam

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## SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<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>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q45-Q50):

### NEW QUESTION # 45

Which Onboarding process is supported for external HRIS integrations?

- A. Onboarding process
- B. Internal Hire process
- C. Crossboarding process
- D. Offboarding process

**Answer: A**

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 # 46

How can you configure the employee global assignment process in Onboarding? Note: There are 3 correct answers to this question.

- A. Enable Global Assignment in Onboarding General Settings.
- B. Add the global assignment business rule to the DEFAULT\_ONB2\_CONFIG object.
- C. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.

- D. Enable Context Switcher to allow the employee to toggle between current user profiles global assignments.
- E. **Configure a business rule using the Trigger Onboarding Global Assignment scenario.**

**Answer: B,C,E**

#### **NEW QUESTION # 47**

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart.
- B. Data captured from the onboarding process will be replaced by data from Recruiting.
- C. Data captured from the onboarding process can be retained after an automatic process restart.
- D. **Data captured from the onboarding process can be retained after a manual process restart.**

**Answer: D**

#### **NEW QUESTION # 48**

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2ProcessTask
- B. **ONB2Process**
- C. ONB2ProcessVariant
- D. ONB2ProcessTrigger

**Answer: B**

Explanation:

The restart feature in SAP SuccessFactors Onboarding allows administrators to restart an onboarding process for a new hire, typically when errors occur or data needs to be corrected. This feature is managed through a specific Metadata Framework (MDF) object that controls the process flow.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* TheONB2Processobject (Option A) is the primary MDF object used to configure and manage the onboarding process, including the restart feature. This object stores process-related data and settings, such as the process status and conditions for restarting. Administrators can configure rules or settings within this object to enable process restarts, either manually or automatically, based on specific triggers.

Option B (ONB2ProcessTask) is incorrect because it manages individual tasks within the process, not the overall process restart.

Option C (ONB2ProcessTrigger) is incorrect because it is used for initiating processes or tasks, not for handling restarts. Option D (ONB2ProcessVariant) is incorrect because it defines variations of the onboarding process, not the restart functionality.

#### **NEW QUESTION # 49**

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 # 50**

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