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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	• 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 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	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 5	• 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 (Q64-Q69):

NEW QUESTION # 64

How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?

Note: There are 2 correct answers to this question.

- A. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- B. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- C. Add the business rule to the Onboarding Configuration in Manage Data
- D. Enable the Employment Profile Selection API

Answer: A,C

Explanation:

The Employment Profile Selection page in SAP SuccessFactors Onboarding allows internal hires or employees undergoing legal entity transfers to select or confirm their employment profile. Enabling this feature requires specific configurations to trigger the page in the onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario (Option A): A business rule is created in Configure Business Rules with the Trigger Employment Profile Selection for Internal Hires scenario to activate the Employment Profile Selection page for relevant users.

* Add the business rule to the Onboarding Configuration in Manage Data (Option C): The business rule is added to the ONB2Processor related configuration object in Manage Data to integrate the Employment Profile Selection page into the onboarding process flow.

Option B (Enable the Employment Profile Selection API) is incorrect because there is no specific API for enabling this page; it is controlled by business rules. Option D (Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template) is incorrect because the welcome message template is unrelated to enabling the profile selection page.

NEW QUESTION # 65

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_PreDay1AccessCheck
- C. ONB2_InternalHire_Configuration
- D. ONB2_CustomDataCollectionCheck
- E. ONB2_HMReviewCheck

Answer: A,D,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 # 66

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

Note: There are 3 correct answers to this question.

- A. Maintain Onboarding and Offboarding Document Templates
- B. Document Generation - Manage Document Template
- C. Document Generation - Manage Document Template Mapping

- D. Configure Business Rules
- E. Email Services

Answer: B,C,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 Servicestool 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 # 67

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

- A. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object.
- B. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.
- C. Enable Context Switcher to allow the employee to toggle between current user profiles global assignments.
- D. Enable Global Assignment in Onboarding General Settings.
- E. Configure a business rule using the Trigger Onboarding Global Assignment scenario.

Answer: A,B,E

NEW QUESTION # 68

What does the BizX Daily Rules Processing Batch job in Provisioning do for Onboarding? Note: There are 3 correct answers to this question.

- A. Updates onboarding/offboarding process flows
- B. Synchronizes metadata objects to the database
- C. Fetches the locations where new hires must join.
- D. Updates the compliance metadata records
- E. Archives the tasks of onboarding/offboarding processes

Answer: C,D,E

NEW QUESTION # 69

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