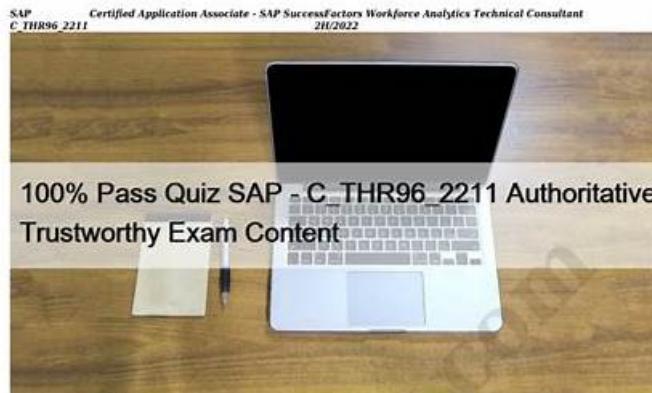


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SAP C-THR97-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

Topic 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 6	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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 8	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q68-Q73):

NEW QUESTION # 68

Which RBP permissions allow a user to rehire an onboardee?

Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee (by 'match' in New Hire)
- B. Rehire Inactive Employee with New Employment (by 'match' in New Hire)**
- C. Rehire Inactive Employee with New Employment**
- D. Rehire Inactive Employee

Answer: B,C

Explanation:

The permissions "Rehire Inactive Employee with New Employment" and "Rehire Inactive Employee with New Employment (by 'match' in New Hire)" allow a user to process rehires within SAP SuccessFactors. These permissions enable the identification and handling of rehire cases within the onboarding process.

NEW QUESTION # 69

Which of the following are predefined business rules for Onboarding? Note: There are 3 correct answers to this question.

- A. ONB2_Select_Onboarding_Task_Configuration
- B. ONB2_ProcessClosurePeriod_Config
- C. ONB2_InternalHire_Configuration
- D. ONB2_PreDay1AccessCheck
- E. ONB2_Initiate_Offboarding_Configuration

Answer: B,C,D

NEW QUESTION # 70

How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate with SAP SuccessFactors Employee Central
- B. Integrate from an external HRIS
- C. Mass import with a CSV file
- D. Manually start the process within Offboarding

Answer: A

NEW QUESTION # 71

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Additional Onboarding Data Collection
- C. New Hire Verification
- D. New Employee
- E. Create New Hire Tasks

Answer: A,B,E

Explanation:

The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding processes by adding or modifying steps to meet specific organizational needs. These steps are added to the process flow to ensure all required tasks are completed.

According to the SAP SuccessFactors Onboarding Implementation Guide:

- * Create New Hire Tasks (Option A): This step allows the creation of tasks assigned to new hires, hiring managers, or other stakeholders, such as completing forms or attending orientation.
- * Additional Onboarding Data Collection (Option C): This step enables the collection of supplementary data beyond the standard Personal Data Collection, using custom MDF objects or forms.
- * Compliance Forms (Option E): This step involves adding forms to ensure compliance with legal or organizational requirements, such as tax documents or policy acknowledgments.

Option B (New Employee) is incorrect because it is not a specific step; it refers to the new hire, not a process step. Option D (New Hire Verification) is incorrect because verification is typically part of other steps (e.g., Review New Hire Data) and not a distinct step in the Process Variant Manager.

NEW QUESTION # 72

You have configured custom data collection uploaded the forms in Maintain Onboarding Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields? Note: There are 3 correct answers to this question.

- A. Create a business rule.
- B. Choose the MDF custom object as the base object.
- C. Select the fields from the MDF custom object in the Target Field column.
- D. Select Direct in the Mapping Type column.
- E. Select Rule in the Mapping Type column.

Answer: B,C,D

NEW QUESTION # 73

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