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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q65-Q70):

NEW QUESTION # 65

What is the only condition that executes the second rehire check?

- **A. A potential match is not identified in the first rehire check.**
- B. A potential match is detected when Onboarding is initiated.
- C. A potential match is detected during the Review New Hire Data step.
- D. The Personal Data Collection step is completed.

Answer: A

NEW QUESTION # 66

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- **A. Access New Hire Data Permission**
- B. Onboarding Configuration
- **C. Complete Data Collection Tasks**
- D. Access Additional Onboarding Data Permission
- **E. Update New Hire Data**

Answer: A,C,E

Explanation:

The hiring manager and onboarding participants require specific permissions to manage new hire data effectively. Permissions such as "Update New Hire Data" and "Complete Data Collection Tasks" allow for the completion of onboarding activities on behalf of the new hire. "Access New Hire Data Permission" provides access to the new hire's data, ensuring onboarding participants can complete essential tasks as part of the onboarding workflow.

NEW QUESTION # 67

In the Onboarding process which new-hire-specific tasks can be completed on behalf of the new hire? Note: There are 2 correct answers to this question.

- **A. Personal Data Collection**
- B. Document Flow
- C. Compliance Forms
- **D. Additional Data Collection**

Answer: A,D

NEW QUESTION # 68

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- **A. Define roles responsibilities as part of a process transformation office.**
- **B. Establish an organizational structure technical foundation transformation methodology for clean core.**
- C. Establish regular housekeeping tasks procedures.
- **D. Establish release management.**

- E. Integrate clean core practices in the end-to-end value process chain.

Answer: A,B,D

NEW QUESTION # 69

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Management of contingent workers
- B. External HRIS integration with internal hire process
- C. Data collection of new hire personal information
- D. Document generation and e-signature
- E. Global reassignment of employees

Answer: B,C,D

Explanation:

SAP SuccessFactors Onboarding supports a variety of features to streamline the onboarding process for new hires, rehires, and internal transfers. These features enhance user experience, ensure compliance, and integrate with other systems.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* External HRIS integration with internal hire process (Option B): Onboarding supports integration with external HRIS systems to facilitate processes like internal hires, allowing data to be transferred seamlessly via APIs or middleware.

* Document generation and e-signature (Option D): Onboarding includes robust document management capabilities, such as generating forms and enabling e-signatures (e.g., via DocuSign) to collect signatures from new hires or managers.

* Data collection of new hire personal information (Option E): A core feature of Onboarding is the ability to collect personal and job-related information from new hires through steps like Personal Data Collection and Additional Data Collection.

Option A (Global reassignment of employees) is incorrect because global assignments are managed in Employee Central, not directly in Onboarding, though Onboarding can support related processes. Option C (Management of contingent workers) is incorrect because contingent worker management is primarily handled in Employee Central, not Onboarding.

NEW QUESTION # 70

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