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Exam : **C-THR97-2411**

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors
Onboarding

Vendor : SAP

Version : DEMO

NO.1 What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A.** Create role-based permissions to access new hire tasks
- B.** Configure additional tasks in the dashboard
- C.** Create an Onboarding program to assign tasks
- D.** Configure the Select Onboarding Task Configuration business rule

Answer: A C

Explanation:

Creating Onboarding tasks in SAP SuccessFactors requires setting up the necessary permissions and program structure to ensure tasks are assigned and accessible to the appropriate users.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Create role-based permissions to access new hire tasks(Option A): Role-based permissions (RBPs) must be configured in Manage Permission Rolesto grant access to onboarding tasks for roles like hiring managers, HR coordinators, or new hires. This includes permissions like Complete Data Collection Tasks or Access New Hire Data.

* Create an Onboarding program to assign tasks(Option C): An Onboarding program must be created in Manage Onboarding Programsto define the sequence of tasks and assign them to specific roles or users, such as new hires or managers.

Option B (Configure additional tasks in the dashboard) is incorrect because tasks are configured in the Onboarding program or Process Variant Manager, not directly in the dashboard. Option D (Configure the Select Onboarding Task Configuration business rule) is incorrect because no such standard rule exists for task creation; rules are used for other purposes like validation or assignment.

NO.2 Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- A.** Administrator
- B.** External employees
- C.** Manager
- D.** All employees
- E.** Contingent workers

Answer: A C D

Explanation:

Offboarding in SAP SuccessFactors involves multiple stakeholders who need specific role-based permissions (RBPs) to complete tasks like exit surveys, asset returns, or process initiation. The permissions are assigned based on the roles involved in the offboarding process.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Administrator(Option A): Administrators require permissions like Manage Onboarding or Offboardingto initiate and oversee the offboarding process, configure tasks, and monitor completion.

* Manager(Option C): Managers of the exiting employee need permissions to complete tasks such as reviewing exit data or approving knowledge transfer, typically assigned via roles like Complete Data Collection Tasks.

* All employees(Option D): Exiting employees (offboardees) need permissions, such as Onboarding External User or equivalent offboarding permissions, to access and complete their assigned tasks, like exit surveys or personal data updates.

Option B (External employees) is incorrect because external employees are not typically involved in

offboarding processes. Option E (Contingent workers) is incorrect because contingent workers are managed separately and do not usually participate in standard offboarding tasks.

NO.3 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. The Personal Data Collection step is completed
- D. A potential match is detected during the Review New Hire Data step

Answer: A

Explanation:

The rehire check process in SAP SuccessFactors Onboarding is designed to identify whether a new hire is a returning employee (rehire) by matching their data against existing employee records. The process includes a first and second rehire check, with the second check executed only under specific conditions.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Thesecond rehire checkis executed only whena potential match is not identified in the first rehire check(Option A). The first rehire check attempts to match the new hire's data(e.g., National ID, name, or date of birth) against existing records. If no match is found, the system proceeds to the second rehire check, which may use additional criteria or manual review to confirm the new hire's status. Option B (match detected when Onboarding is initiated) is incorrect because a match at initiation would trigger the first check, not the second. Option C (Personal Data Collection step completed) is incorrect because the rehire check occurs earlier, typically during initiation or Manage Pending Hires. Option D (match detected during Review New Hire Data) is incorrect because a match at this stage would not trigger a second check; it would resolve the rehire status.

NO.4 How is mobile functionality supported with Onboarding?

- A. Through mobile browsers only
- B. Through Admin Center Mobile access only
- C. Through mobile browsers and the SAP SuccessFactors app
- D. Through the SAP SuccessFactors app only

Answer: A

NO.5 What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. Offboarding Exit Interview Scheduling
- B. Offboarding Cancelled
- C. Offboarding Process Restarted
- D. Announce Termination Message
- E. Resignation Approval Message to Employee

Answer: B D E

NO.6 Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- A. All documents

- B. Documents with sensitive data
- C. Email notifications
- D. Custom data from MDF custom objects
- E. Data from Recruiting Management and Employee Central

Answer: B C D

NO.7 Which data model contains job-related data about an employee, such as compensation data?

- A. Succession Data Model
- B. Country-Specific Succession Data Model
- C. Country-Specific Corporate Data Model
- D. Corporate Data Model

Answer: A

Explanation:

In SAP SuccessFactors, data models define the structure of employee data used across modules like Onboarding and Employee Central. The data model containing job-related information, including compensation data, is critical for onboarding processes where such data is collected or mapped.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Succession Data Model (Option A): The Succession Data Model includes entities like jobInfo, compInfo, and employmentInfo, which store job-related data (e.g., position, department) and compensation details (e.g., salary, bonuses). This model is used in Onboarding to populate and validate employee data during steps like Personal Data Collection or Additional Data Collection. Option B (Country-Specific Succession Data Model) is incorrect because it extends the Succession Data Model with country-specific fields but is not the primary model for job-related data. Option C (Country-Specific Corporate Data Model) is incorrect because it focuses on organizational data (e.g., legal entities), not employee job or compensation data. Option D (Corporate Data Model) is incorrect because it primarily defines organizational structures, not employee-specific job or compensation details.

NO.8 Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Onboarding for new hires
- B. Internal hire from transferring employees
- C. Offboarding for terminating employees
- D. Process restart for new hires

Answer: A B