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**Exam** : **C\_THR97\_2411**

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

**Version** : DEMO

1.What are some features supported by SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

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

**Answer:** A, C, D

**Explanation:**

SAP SuccessFactors Onboarding supports several features designed to streamline and automate the onboarding process. These features include document generation, which allows creating and managing onboarding documents; e-signature capabilities to facilitate digital signing of onboarding documents; and the ability to reassign employees globally. The module also integrates with external HRIS systems, ensuring data flows seamlessly into internal processes, and collects critical personal information from new hires.

2.How can you grant Onboarding access to the future manager of an internal hire? Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group.
- B. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions.
- C. Add the picklist code "managers (internal hire)" to the jobRelType picklist in SAP SuccessFactors.
- D. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group.

**Answer:** A, C

**Explanation:**

To provide Onboarding access to the future manager of an internal hire, permissions can be set up through Role-Based Permission (RBP) configurations. Creating an RBP role with the necessary permissions and assigning it to the "Future Manager (Internal Hire)" group is one option. Additionally, modifying the jobRelType picklist by adding a specific code (e.g., "managers (internal hire)") allows managers to be designated correctly for internal hires in the onboarding process.

3.How can you create a custom task for an onboarding program? Note: There are 2 correct answers to this question.

- A. Create a custom MDF object.
- B. Link the custom MDF object to the custom task.
- C. Configure the visibility of the custom MDF object.
- D. Create a UI in Manage Configuration UI for the custom MDF object.

**Answer:** A, B

**Explanation:**

Custom tasks for onboarding programs can be created using custom MDF (Metadata Framework) objects within SAP SuccessFactors. The custom MDF object serves as the foundation for the task, which can then be linked to an onboarding program. This approach allows for the customization and flexibility needed to adapt to unique onboarding processes.

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

**Answer:** A, B, D

**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.

5.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. E-mail notifications
- D. Custom data from MDF custom objects
- E. Data from Recruiting Management and Employee Central

**Answer:** C, D, E

**Explanation:**

The Read Audit Reports feature in SAP SuccessFactors Onboarding provides visibility into various data points related to the onboarding process. This includes records of e-mail notifications sent as part of onboarding communications, custom data captured through MDF custom objects, and data integrated from Recruiting Management and Employee Central. These capabilities help ensure compliance and transparency in onboarding data management.