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# SAP C\_THR97\_2411

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

**Questions&AnswersPDF**

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## Subjects

1. Onboarding Data Model and Custom Data Collection
2. Integrations with Onboarding
3. Onboarding Process and Compliance Settings
4. Managing Clean Core
5. Document Template Management and e-Signatures
6. Role-Based Permissions for Onboarding and Offboarding
7. Rehire Process with Onboarding
8. Essential Features and Provisioning Settings to Enable Onboarding
9. Offboarding Process

### Topic: 1

#### Onboarding Data Model and Custom Data Collection

#### Question: 1

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center → Configure Business Rules → Activate Rule ONB2\_CustomDataCollectionCheck.
- B. Go to Admin Center → Configure Object Definitions.
- C. Go to Admin Center → Manage Permission Roles → Metadata Framework.
- D. Go to Admin Center → Manage Business Configuration.

**Answer: B**

#### Onboarding Data Model and Custom Data Collection

#### Question: 2

How can you create an additional data collection step?

Note: There are 3 correct answers to this question.

- A. Modify ONB2DataCollection Config object.
- B. Create a UI for the custom MDF object.
- C. Create a custom MDF object.
- D. Create new fields in the Employee Central data model.
- E. Define the visibility of the custom MDF object.

**Answer: A, B, C**

#### Onboarding Data Model and Custom Data Collection

### Question: 3

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?

Note: There are 3 correct answers to this question.

- A. CustomPayType
- B. JobClassificationCountry
- C. CountrySpecificValidationConfiguration
- D. userAccountInfo
- E. personalinfo

**Answer: A, D, E**

**Onboarding Data Model and Custom Data Collection**

### Question: 4

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Create a custom HRIS element as an MDF object.
- B. Set up role-based permissions.
- C. Set rule SAP\_ONB2\_HMReviewCheck to True.
- D. Add an HRIS element in the user data file.

**Answer: B, C**

**Onboarding Data Model and Custom Data Collection**

### Question: 5

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2\_InternalHire\_Configuration
- B. ONB2\_CustomDataCollectionCheck
- C. ONB2\_HMReviewCheck
- D. ONB2\_ECDataCollectionCheck
- E. ONB2\_PreDay1AccessCheck

**Answer: B, C, D**

**Onboarding Data Model and Custom Data Collection**

## Question: 6

What rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP\_ONB2\_PreDay1AccessCheck
- B. SAP\_ONB2\_DataCollectionConfigSelect
- C. SAP\_ONB2\_HMReviewCheck
- D. SAP\_ONB2\_ECDDataCollectionCheck

**Answer: C, D**

**Onboarding Data Model and Custom Data Collection**

## Question: 7

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- A. Review New Hire Data
- B. Additional Onboarding Data Collection
- C. Manage Pending Hires
- D. Personal Data Collection

**Answer: A, D**

**Onboarding Data Model and Custom Data Collection**

## Question: 8

What actions do you need to take to use the UI for a custom data collection object in the Additional Data Collection step?

Note: There are 3 correct answers to this question.

- A. Go to Admin Center → Manage Configuration UI.
- B. Enable the Admin Configuration tool in Provisioning.
- C. Enable Intelligent Services.
- D. Use a business rule for the object's visibility.
- E. Create a configuration UI object with a specified ID.

**Answer: A, D, E**

**Onboarding Data Model and Custom Data Collection**

### Question: 9

Which data model contains job-related data about an employee, such as compensation data?

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

**Answer: C**

**Topic: 2**

**Integrations with Onboarding**

### Question: 10

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes? Note: There are 2 correct answers to this question.

- A. Qualtrics collects the exit survey information and reports the results.
- B. Onboarding collects the new hire experiences and Qualtrics reports the results.
- C. Offboarding collects the exit survey information and Qualtrics reports the results.
- D. Qualtrics collects the new hire experiences and reports the results.

**Answer: C, D**



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