

C_THR97_2505 Certification Training is Useful for You to Pass SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Exam



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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Onboarding Data Model and Custom Data Collection: This part evaluates knowledge of a Data Model Specialist, focusing on the structure of the onboarding data model within SAP SuccessFactors and how to configure custom data collection forms. It allows tailoring the onboarding experience and capturing required employee information effectively.
Topic 2	<ul style="list-style-type: none">Offboarding Process: This part evaluates skills of an Offboarding Coordinator and involves the configuration and administration of the offboarding process, including managing employee termination steps and ensuring compliance with organizational policies during the employee exit phase.
Topic 3	<ul style="list-style-type: none">Role-Based Permissions for Onboarding and Offboarding: This domain targets an Onboarding Security Specialist and covers the assignment and management of role-based permissions essential for controlling access to onboarding and offboarding activities. It ensures only authorized users perform specific tasks throughout the employee lifecycle.

Topic 4	<ul style="list-style-type: none"> • Onboarding Process and Compliance Settings: This section measures skills of a Process Compliance Analyst and addresses the configuration and management of the onboarding workflows and compliance requirements. It includes using compliance forms to meet legal and organizational standards and managing the step-by-step onboarding journey.
Topic 5	<ul style="list-style-type: none"> • Essential Features and Provisioning Settings to Enable Onboarding: This section of the exam measures skills of an Implementation Consultant and covers the key functionalities and settings required to enable SAP SuccessFactors Onboarding. It includes understanding the necessary provisioning configurations that activate the onboarding processes and foundational features within the system.
Topic 6	<ul style="list-style-type: none"> • Document Template Management and Email Notifications: This domain is aimed at a Communications Coordinator and covers managing document templates used during onboarding, including employing e-signature functionality, as well as configuring email notification services to keep stakeholders informed throughout the onboarding activities.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q16-Q21):

NEW QUESTION # 16

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

Note: There are 3 correct answers to this question.

- A. ONB2_HMReviewCheck
- B. ONB2_PreDay1AccessCheck
- C. ONB2_InternalHire_Configuration
- D. ONB2_ECDataCollectionCheck
- E. ONB2_CustomDataCollectionCheck

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Data Collection Automation"

NEW QUESTION # 17

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- A. Modify the Onboarding Feature Permission on job requisition template XML files
- B. Modify the Onboarding templates in Recruiting Management
- C. Define the applicant status set for Onboarding in Recruiting Management

- D. Map the desired fields using the Onboarding Integration Setup tool in Admin Center
- E. Assign the Onboarding Initiate Permission to designated users in Recruiting Management

Answer: A,C,E

NEW QUESTION # 18

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- A. Create new email templates with business and locale-specific rules content
- B. Attach documents to email notifications
- C. Delete a preconfigured email template
- D. Configure reminder notifications to control the frequency of reminder messages
- E. Trigger an onboarding task

Answer: A,B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Email Services Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Configuration"

NEW QUESTION # 19

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By importing a CSV file through Integration Center
- B. By integrating with an external applicant tracking system
- C. By using Add New Hire to Onboarding in Admin Center
- D. By importing a CSV file in Admin Center
- E. By integrating with SAP SuccessFactors Recruiting Management

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 20

Which business 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_ECDataCollectionCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_DataCollectionConfigSelect

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION # 21

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