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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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"> • 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 4	<ul style="list-style-type: none"> • Integrations with Onboarding: This section targets an Integration Specialist and covers the various system integrations associated with onboarding, such as recruiting and employee central integrations, which ensure seamless data flow and process continuity across SAP SuccessFactors modules.
Topic 5	<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 6	<ul style="list-style-type: none"> • Rehire Process with Onboarding: This domain measures knowledge of a Rehire Process Manager and focuses on the onboarding considerations and configurations specific to rehiring scenarios, supporting smooth transitions for returning employees within the SAP SuccessFactors system.
Topic 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q35-Q40):

NEW QUESTION # 35

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. OnboardingBPEAdmin
- C. OnboardingBPEServiceUser
- D. SAP_ONB2_RehireCoordinator

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION # 36

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

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

Answer: A,B,C

NEW QUESTION # 37

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. Define the applicant status set for Onboarding in Recruiting Management
- B. Modify the Onboarding templates in Recruiting Management
- C. Assign the Onboarding Initiate Permission to designated users in Recruiting Management
- D. Modify the Onboarding Feature Permission on job requisition template XML files
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center

Answer: A,C,D

NEW QUESTION # 38

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

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 # 39

What are some SAP-recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core
- C. Establish release management
- D. Define roles and responsibilities as part of a process transformation office
- E. Integrate clean core practices in the end-to-end value process chain

Answer: B,C,D

NEW QUESTION # 40

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