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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 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"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q66-Q71):

NEW QUESTION # 66

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

- **A. Go to Admin Center > Configure Object Definitions**
- B. Go to Admin Center > Manage Permission Roles > Metadata Framework
- C. Go to Admin Center > Manage Business Configuration
- D. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

NEW QUESTION # 67

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- **A. Onboarder**
- **B. Future Manager**
- C. Second Manager
- **D. HR Manager**
- E. Matrix Manager

Answer: A,B,D

NEW QUESTION # 68

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. Email notifications**

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

Answer: B,D,E

NEW QUESTION # 69

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Initiate Onboarding from an external applicant tracking system
- B. Initiate Onboarding from SAP SuccessFactors Recruiting
- C. Add a New Employee in Admin Center
- D. Add a new hire to Onboarding in Admin Center
- E. Import a CSV file of new hires in Admin Center

Answer: A,B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Initiating the Onboarding Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Triggers and Integrations"

NEW QUESTION # 70

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign User ID
- B. DocuSign API Account ID
- C. DocuSign Account Username
- D. DocuSign Account Password

Answer: A,B

NEW QUESTION # 71

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