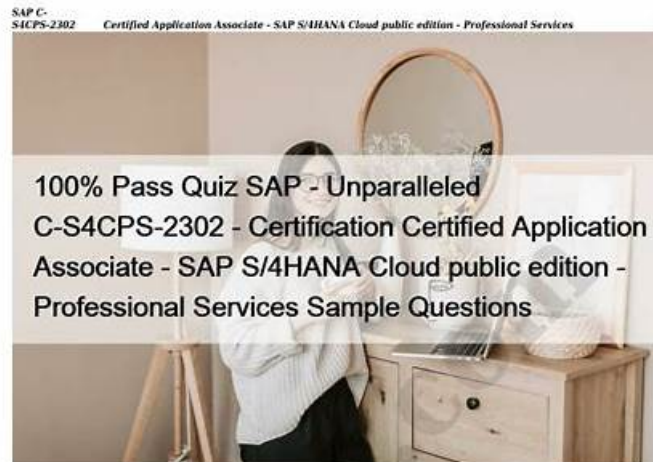


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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q55-Q60):

NEW QUESTION # 55

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding program
- **B. To define who completes each offboarding task**
- C. To define who completes each offboarding activity
- D. To define who can complete both offboarding and onboarding tasks

Answer: B

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 56

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure the Offboarding process
- **B. Ability to manage Offboarding content**

- C. Ability to configure Offboarding programs
- D. Ability to configure Offboarding email templates

Answer: C

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Configuration" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Program Setup"

NEW QUESTION # 57

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

Answer: A,D,E

Explanation:

Reference:

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

NEW QUESTION # 58

Which permission allows participants to cancel the Onboarding processes?

- A. Process Trigger
- B. Process
- C. Cancel Onboarding Permission
- D. Configure Object Definitions

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Process Management" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 59

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are not available?

- A. Assign the Complete Data Collection Tasks in Role-Based Permissions
- B. Assign the Additional Data Permission in Role-Based Permissions
- C. Assign the proxy module access for Employee Central and Employee Profile Onboarding
- D. Assign the hiring manager role to the users who will complete the onboarding tasks

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Task Completion" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 60

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