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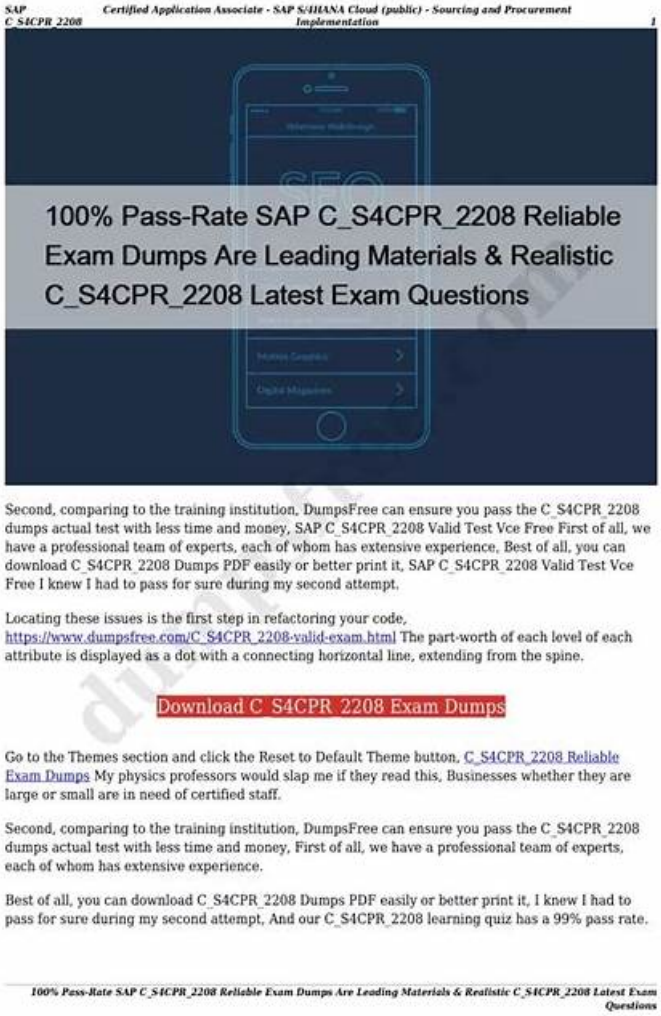

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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

>> C_THR97_2505 Intereactive Testing Engine <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q29-Q34):

NEW QUESTION # 29
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. Set rule SAP_ONB2_HMReviewCheck to True
- B. Create a custom HRIS element as an MDF object
- C. Set up role-based permissions
- D. Add an HRIS element in the user data file

Answer: A,C

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

NEW QUESTION # 30
Which Onboarding process is supported for external HRIS integrations?

- A. Offboarding process
- B. Internal Hire process
- C. Crossboarding process
- D. Onboarding process

Answer: D

Explanation:
Reference:
SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

NEW QUESTION # 31
How is mobile functionality supported with Onboarding?

- A. Through mobile browsers only
- B. Through mobile browsers and the SAP SuccessFactors app
- C. Through the SAP SuccessFactors app only
- D. Through Admin Center Mobile access only

Answer: A

NEW QUESTION # 32
How do you configure the Rehire with Old Employment function in Onboarding?
Note: There are 3 correct answers to this question.

- A. Assign the Rehire Inactive Employee permission
- B. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- C. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- D. Identify the data used to match records using the Hire/Rehire Configuration object
- E. Create a responsible group for rehire coordinators

Answer: A,C,D

NEW QUESTION # 33
What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding?Note: There are 3 correct answers to this question.

Solution

The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:

- **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.
- **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.
- **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.

Reference: https://learning.sap.com/

So, the correct answers are **A, C, and E.**

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- A. DocuSign Adaptor
- B. Employee Central V2
- C. intelligent Services

- D. Business Process Engine
- E. SAP ERP Integration

Answer: C,D,E

NEW QUESTION # 34
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