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## **SAP C\_THR97\_2505 Exam Syllabus Topics:**

| Topic   | Details   |
|---------|---|
| Topic 1 | <ul style="list-style-type: none"> <li>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.</li> </ul>   |
| Topic 2 | <ul style="list-style-type: none"> <li>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.</li> </ul>   |
| Topic 3 | <ul style="list-style-type: none"> <li>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.</li> </ul> |
| Topic 4 | <ul style="list-style-type: none"> <li>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.</li> </ul>  |

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q73-Q78):**

### **NEW QUESTION # 73**

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Additional Data Collection
- C. Manager Review
- D. Employee Review
- E. Document Flow

**Answer: C,D,E**

Explanation:

Reference:

**NEW QUESTION # 74**

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

Note: There are 3 correct answers to this question.

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

**Answer: A,B,D**

**NEW QUESTION # 75**

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Manage Workflows
- C. Employee Central Effective Dated Entities
- D. Employee Central API

**Answer: A,C**

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Role-Based Permissions for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection Permissions"

**NEW QUESTION # 76**

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. Offboarding Cancelled
- B. Announce Termination Message
- C. Offboarding Exit Interview Scheduling
- D. Offboarding Process Restarted
- E. Resignation Approval Message to Employee

**Answer: A,B,E**

**NEW QUESTION # 77**

How can you create an additional data collection step?

Note: There are 3 correct answers to this question.

- A. Modify ONB2DataCollectionConfig object
- B. Create a UI for the custom MDF object
- C. Create a custom MDF object
- D. Define the visibility of the custom MDF object
- E. Create new fields in the Employee Central data model

**Answer: A,B,C**

## NEW QUESTION # 78

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