

# New C-THR97-2505 Test Camp - Your Best Friend to Pass SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



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## SAP C-THR97-2505 Exam Syllabus Topics:

| Topic   | Details   |
|---------|---|
| Topic 1 | <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>  |
| Topic 2 | <ul style="list-style-type: none"><li>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.</li></ul>  |
| Topic 3 | <ul style="list-style-type: none"><li>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.</li></ul>   |
| Topic 4 | <ul style="list-style-type: none"><li>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.</li></ul>  |
| Topic 5 | <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 6 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>              |
| Topic 7 | <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> |

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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q57-Q62):**

#### **NEW QUESTION # 57**

How can you configure the employee global assignment process in Onboarding?

Note: There are 3 correct answers to this question.

- A. Enable the (ONB) Global Assignment User Welcome Message Trigger email template
- B. Enable Context Switcher to allow the employee to toggle between current user profiles and global assignments
- C. Enable Global Assignment in Onboarding General Settings
- D. Add the global assignment business rule to the DEFAULT\_ONB2\_CONFIG object
- E. Configure a business rule using the Trigger Onboarding Global Assignment scenario

**Answer: A,D,E**

#### **NEW QUESTION # 58**

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Document Flow
- B. Additional Data Collection
- C. Personal Data Collection
- D. Compliance Forms

**Answer: B,D**

#### **NEW QUESTION # 59**

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Document generation and e-signature
- B. External HRIS integration with internal hire process
- C. Data collection of new hire personal information
- D. Global reassignment of employees
- E. Management of contingent workers

**Answer: A,B,C**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

**NEW QUESTION # 60**

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- A. Create new email templates with business and locale-specific rules content
- B. Attach documents to email notifications
- C. Configure reminder notifications to control the frequency of reminder messages
- D. Delete a preconfigured email template
- E. Trigger an onboarding task

**Answer: A,B,C**

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Email Services Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Configuration"

**NEW QUESTION # 61**

Which permission allows participants to cancel the Onboarding processes?

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

**Answer: B**

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 # 62**

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