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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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 3	• 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 4	• 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 5	• 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.

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

NEW QUESTION # 66

How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Mass import with a CSV file
- B. Integrate from an external HRIS
- C. Manually start the process within Offboarding
- **D. Integrate with SAP SuccessFactors Employee Central**

Answer: D

NEW QUESTION # 67

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. Configure a business rule using the Trigger Onboarding Global Assignment scenario**
- **E. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object**

Answer: A,D,E

NEW QUESTION # 68

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

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

Answer: A

Explanation:

Reference:

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

NEW QUESTION # 69

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks

on behalf of a new hire?

Note: There are 3 correct answers to this question.

- **A. Complete Data Collection Tasks**
- **B. Access New Hire Data Permission**
- C. Onboarding Configuration
- **D. Update New Hire Data**
- E. Access Additional Onboarding Data Permission

Answer: A,B,D

Explanation:

Reference:

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

NEW QUESTION # 70

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

Answer: A,B,E

NEW QUESTION # 71

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