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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. OnboardingBPEServiceUser
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingExternalUser

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION # 52

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 # 53

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Manage Permission Roles > Metadata Framework
- B. Go to Admin Center > Manage Business Configuration
- C. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck
- D. Go to Admin Center > Configure Object Definitions

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

NEW QUESTION # 54

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Archive the tasks of onboarding and offboarding processes
- **B. Update the compliance metadata records**
- C. Assign onboardees or new hires to specific meetings
- **D. Update onboarding and offboarding process flows**
- **E. Synchronize metadata objects to the database**

Answer: B,D,E

NEW QUESTION # 55

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Add a New Employee in Admin Center
- **B. Initiate Onboarding from an external applicant tracking system**
- C. Import a CSV file of new hires in Admin Center
- **D. Add a new hire to Onboarding in Admin Center**
- **E. Initiate Onboarding from SAP SuccessFactors Recruiting**

Answer: B,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Initiating the Onboarding Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Triggers and Integrations"

NEW QUESTION # 56

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