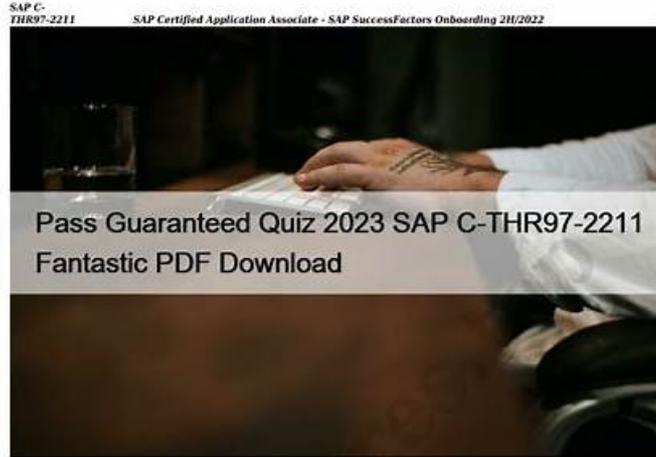


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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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.
Topic 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">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 (Q39-Q44):

NEW QUESTION # 39

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

Note: There are 2 correct answers to this question.

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

Answer: A,C

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 # 40

A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system. Which email template is generated in the Onboarding process for this to happen?

- A. (ONB) New Hire Welcome Message
- B. (ONB) New Welcome Message Added Template
- C. Welcome Message Notification with Reset Password Support Template

- D. (ONB) External User Welcome Message Template

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Email Notifications and Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services in Onboarding"

NEW QUESTION # 41

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

Note: There are 3 correct answers to this question.

- A. Enable Context Switcher to allow the employee to toggle between current user profiles and global assignments
- B. Configure a business rule using the Trigger Onboarding Global Assignment scenario
- C. Enable Global Assignment in Onboarding General Settings
- D. Enable the (ONB) Global Assignment User Welcome Message Trigger email template
- E. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object

Answer: B,D,E

NEW QUESTION # 42

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- B. Process restart for new hires
- C. Internal hire from transferring employees
- D. Onboarding for new hires

Answer: C,D

NEW QUESTION # 43

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- A. Manage Document Template Mapping
- B. Manage Documents
- C. Manage Document Template
- D. Manage Document Visibility

Answer: B,C

NEW QUESTION # 44

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