

# 2025 Updated SAP Online C\_THR97\_2505 Lab Simulation



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

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <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 2 | <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 3 | <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 4 | <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>       |

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

### **NEW QUESTION # 57**

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 integrating with SAP SuccessFactors Recruiting Management**
- C. By importing a CSV file in Admin Center
- **D. By using Add New Hire to Onboarding in Admin Center**
- E. By importing a CSV file through Integration Center

**Answer: A,B,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

### **NEW QUESTION # 58**

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- **A. HR Manager**
- B. Second Manager
- **C. Future Manager**
- D. Matrix Manager
- **E. Onboarder**

**Answer: A,C,E**

### **NEW QUESTION # 59**

What type of status should a candidate be in to successfully initiate Onboarding?

- A. Initiate Onboarding
- B. Hired
- **C. Hireable**
- D. None

**Answer: C**

### **NEW QUESTION # 60**

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- **A. Document Generation - Manage Document Template**
- **B. Email Services**
- C. Maintain Onboarding and Offboarding Document Templates
- **D. Document Generation - Manage Document Template Mapping**
- E. Configure Business Rules

**Answer: A,B,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Email Notifications with Custom Tokens" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services and Document Generation"

#### NEW QUESTION # 61

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding? Note: There are 3 correct answers to this question.

##### Solution

The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:

- **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.
- **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.
- **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.

Reference: <https://learning.sap.com/>

So, the correct answers are A, C, and E.

- A. SAP ERP Integration
- B. intelligent Services
- C. DocuSign Adaptor
- D. Business Process Engine
- E. Employee Central V2

Answer: A,B,D

#### NEW QUESTION # 62

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In the past ten years, our company has never stopped improving the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam cram. For a long time, we have invested much money to perfect our products. At the same time, we have introduced the most advanced technology and researchers to perfect our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam questions. At present, the overall strength of our company is much stronger than before. We are the leader in the market and master the most advanced technology. In fact, our C\_THR97\_2505 Test Guide has occupied large market shares because of our consistent renovating. We have built a powerful research center and owned a strong team. Up to now, we have got a lot of patents about the C\_THR97\_2505 test guide. In the future, we will continuously invest more money on researching.

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