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SAP C-THR97-2505 Exam Syllabus Topics:

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

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which RBP permissions allow a user to rehire an onboardee?

Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee with New Employment
- **B. Rehire Inactive Employee**
- **C. Rehire Inactive Employee with New Employment (by 'match' in New Hire)**
- D. Rehire Inactive Employee (by 'match' in New Hire)

Answer: B,C

NEW QUESTION # 24

How is mobile functionality supported with Onboarding?

- A. Through mobile browsers and the SAP SuccessFactors app
- **B. Through mobile browsers only**
- C. Through the SAP SuccessFactors app only
- D. Through Admin Center Mobile access only

Answer: B

NEW QUESTION # 25

What is an Offboarding program?

- **A. Predefined tasks that are completed by the manager and exiting employee**
- B. Both predefined and custom tasks completed by the manager and exiting employee
- C. A list of exit survey questions completed by the exiting employee
- D. Custom tasks that are completed by the manager and exiting employee

Answer: A

NEW QUESTION # 26

What actions do you need to take to use the UI for a custom data collection object in the Additional Data Collection step?

Note: There are 3 correct answers to this question.

- **A. Create a configuration UI object with a specified ID**
- **B. Go to Admin Center > Manage Configuration UI**
- **C. Enable Intelligent Services**
- D. Enable the Admin Configuration tool in Provisioning
- E. Use a business rule for the object's visibility

Answer: A,B,C

NEW QUESTION # 27

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- **A. Signature**
- **B. Consent**
- C. Sign Document
- D. Document Signature

Answer: A,B

NEW QUESTION # 28

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