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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	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 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 4	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q43-Q48):

NEW QUESTION # 43

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

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

Answer: A,B,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 # 44

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By integrating with SAP SuccessFactors Recruiting Management
- B. By importing a CSV file through Integration Center
- C. By importing a CSV file in Admin Center
- D. By using Add New Hire to Onboarding in Admin Center
- E. By integrating with an external applicant tracking system

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 # 45

Which parameters in the createOnboarder API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

- A. LEGAL_ENTITY_TRANSFER_NEW_EMPL_
- B. internalUserId
- C. initiateOnboardingforUser
- D. hireType

Answer: A,D

NEW QUESTION # 46

Which business rule allows the offboarder to edit their personal information?

- **A. ONB2_OFB_EmployeeReviewCheck**
- B. ONB2_OFB_ManagerReviewCheck
- C. ONB2SelectOffboardingActivitiesConfig
- D. ONB2ResponsibilityConfig

Answer: A

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Business Rules for Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 47

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- **A. ONB2Process**
- B. ONB2ProcessVariant
- C. ONB2ProcessTrigger
- D. ONB2ProcessTask

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Process Restart" SAP SuccessFactors Onboarding Study Guide, Topic: "MDF Objects for Process Management"

NEW QUESTION # 48

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