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SAP C_THR97_2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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.
Topic 2	<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 3	<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 4	<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.
Topic 5	<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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):

NEW QUESTION # 80

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart
- B. Data captured from the onboarding process will be replaced by data from Recruiting
- C. Data captured from the onboarding process can be retained after a manual process restart
- **D. Data captured from the onboarding process can be retained after an automatic process restart**

Answer: D

NEW QUESTION # 81

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

Answer: A,D

NEW QUESTION # 82

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed when Onboarding is initiated
- B. The check is performed after the Personal Data Collection step is completed
- C. The check is performed at the Review New Hire Data step
- D. The check is performed during Manage Pending Hires

Answer: A,B

NEW QUESTION # 83

How is mobile functionality supported with Onboarding?

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

Answer: C

NEW QUESTION # 84

What is the only condition that executes the second rehire check?

- A. A potential match is not identified in the first rehire check
- B. A potential match is detected when Onboarding is initiated
- C. A potential match is detected during the Review New Hire Data step
- D. The Personal Data Collection step is completed

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Rehire Check Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Verification Configuration"

NEW QUESTION # 85

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