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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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"> 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 5	<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 6	<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 7	<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.

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

NEW QUESTION # 57

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

Answer: D

NEW QUESTION # 58

What are some SAP-recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core**
- C. Define roles and responsibilities as part of a process transformation office**
- D. Establish regular housekeeping tasks and procedures
- E. Establish release management**

Answer: B,C,E

NEW QUESTION # 59

How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Manually start the process within Offboarding
- B. Integrate with SAP SuccessFactors Employee Central
- C. Integrate from an external HRIS
- D. Mass import with a CSV file

Answer: B

NEW QUESTION # 60

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Management of contingent workers
- B. External HRIS integration with internal hire process
- C. Global reassignment of employees
- D. Data collection of new hire personal information
- E. Document generation and e-signature

Answer: B,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

NEW QUESTION # 61

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Manage Business Configuration
- B. Go to Admin Center > Manage Permission Roles > Metadata Framework
- C. Go to Admin Center > Configure Object Definitions
- D. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

NEW QUESTION # 62

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