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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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 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.
Topic 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q16-Q21):

NEW QUESTION # 16

Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- A. Contingent workers
- B. External employees
- **C. Administrator**
- **D. Manager**
- **E. All employees**

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Roles" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Permissions Assignment"

NEW QUESTION # 17

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- **A. Employee Data**
- **B. Employee Central Effective Dated Entities**
- C. Manage Workflows
- D. Employee Central API

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Role-Based Permissions for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection Permissions"

NEW QUESTION # 18

Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?

Note: There are 2 correct answers to this question.

- A. Data from the applicant tracking system
- B. Data captured during the Review New Hire Data step
- C. Data coming from the Add New Hire to Onboarding tool
- D. Data captured during the Personal Data Collection/Paperwork step

Answer: A,D

NEW QUESTION # 19

Which permission allows participants to cancel the Onboarding processes?

- A. Configure Object Definitions
- B. Process Trigger
- C. Process
- D. Cancel Onboarding Permission

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Process Management" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 20

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

Answer: A,B,E

NEW QUESTION # 21

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