

Simulation C-THR97-2505 Questions, Practice C-THR97-2505 Questions



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

Questions & Answers PDF
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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"> • 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"> • 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.
Topic 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q42-Q47):

NEW QUESTION # 42

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- **A. Employee Review**
- B. Compliance Forms
- **C. Document Flow**
- **D. Manager Review**
- E. Additional Data Collection

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors

NEW QUESTION # 43

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. Offboarding Cancelled
- B. Offboarding Exit Interview Scheduling
- C. Announce Termination Message
- D. Offboarding Process Restarted
- E. Resignation Approval Message to Employee

Answer: A,C,E

NEW QUESTION # 44

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

Answer: A,C

NEW QUESTION # 45

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

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

Answer: B

Explanation:

Reference:

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

NEW QUESTION # 46

How can you add a Final Review step in an onboarding process?

Note: There are 3 correct answers to this question.

- A. Add the Personal Data Collection step in the onboarding process using Process Variant Manager
- B. Enable Final Review in Onboarding General Settings
- C. Define a business rule using the Assign Responsible Group for Data Review
- D. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG
- E. Add the Final Review step using Process Variant Manager

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Final Review Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Customizing Onboarding Process Steps"

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