

# Quiz SAP - High-quality C-THR97-2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Training Solutions



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Here in this Desktop practice test software, the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C-THR97-2505) practice questions given are very relevant to the actual SAP C-THR97-2505 exam. It is compatible with Windows computers. PassReview provides its valued customers with customizable SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C-THR97-2505) practice exam sessions. The SAP C-THR97-2505 practice test software also keeps track of the previous SAP C-THR97-2505 practice exam attempts.

## SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q15-Q20):

#### NEW QUESTION # 15

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. Onboardee**
- B. Matrix Manager
- C. Future Manager**
- D. HR Manager**
- E. Second Manager

**Answer: A,C,D**

#### NEW QUESTION # 16

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Add the rehire coordinators to the SAP\_ONB2\_RehireCoordinator dynamic group
- B. Assign the Rehire Inactive Employee permission**
- C. Create a responsible group for rehire coordinators
- D. Identify the data used to match records using the Hire/Rehire Configuration object**
- E. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings**

**Answer: B,D,E**

#### NEW QUESTION # 17

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

- A. ONB2ResponsibilityConfig
- B. ONB2\_OFB\_ManagerReviewCheck
- C. ONB2SelectOffboardingActivitiesConfig
- D. ONB2\_OFB\_EmployeeReviewCheck

**Answer: D**

Explanation:

Reference:

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

### NEW QUESTION # 18

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

Note: There are 2 correct answers to this question.

#### Solution:

The two parameters used for legal entity transfer in the createOnboardee API function import are:

- B. **hireType** – This parameter specifies the type of hire and includes the value **LEGAL\_ENTITY\_TRANSFER\_NEW\_EMPL** for legal entity transfers.
- C. **internalUserId** – This parameter identifies the existing employee to be transferred, distinguishing the legal entity transfer scenario.

So, the correct answers are B and C.

 Sources

Reference: <https://learning.sap.com/>

- A. **LEGAL\_ENTITY\_TRANSFER\_NEW\_EMPL**
- B. **internalUserId**
- C. **hireType**
- D. **initiateOnboardingforUser**

**Answer: A,C**

### NEW QUESTION # 19

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Import Employee Data using Integration Center or OData APIs
- B. Configure all the Event Reasons
- C. Create an export of new hire data using only a middleware system
- D. Create an export of new hire data using Integration Center or OData APIs
- E. Configure the Onboarding data model

**Answer: A,D,E**

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Onboarding Integrations"

## NEW QUESTION # 20

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