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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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	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 (Q27-Q32):

NEW QUESTION # 27

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_PreDay1AccessCheck
- B. SAP_ONB2_DataCollectionConfigSelect
- C. SAP_ONB2_ECDDataCollectionCheck
- D. SAP_ONB2_HMReviewCheck

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION # 28

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 will be replaced by data from Recruiting
- B. Data captured from the onboarding process can be retained after a manual or automatic process restart
- 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 # 29

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to manage Offboarding content
- B. Ability to configure Offboarding programs
- C. Ability to configure the Offboarding process
- D. Ability to configure Offboarding email templates

Answer: B

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Configuration" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Program Setup"

NEW QUESTION # 30

Which RBP permission will show you the Onboarding/Offboarding tools in Admin Center?

- A. Onboarding Admin Configuration Item
- B. Manage Onboarding or Offboarding
- C. Show Onboarding Tasks Status on the Dashboard
- **D. Administrate Onboarding or Offboarding Content**

Answer: D

NEW QUESTION # 31

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To initiate the internal hire process using the transfer event
- B. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- C. To send data from Recruiting Management to Onboarding
- **D. To create a transfer event and update the employee profile record**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 32

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