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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"> • 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 3	<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 4	<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 5	<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 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.

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

NEW QUESTION # 16

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- **A. Compliance Forms**
- B. Personal Data Collection
- **C. Additional Data Collection**
- D. Document Flow

Answer: A,C

NEW QUESTION # 17

Which actions can alumni users perform after activating their accounts? Note: There are 3 correct answers to this question.

□

- **A. Complete offboarding tasks**
- B. Contact current managers directly
- **C. Update contact information**
- D. View pay statements
- **E. Apply to be rehired for an open position**

Answer: A,C,E

NEW QUESTION # 18

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are not available?

- **A. Assign the Complete Data Collection Tasks in Role-Based Permissions**
- B. Assign the hiring manager role to the users who will complete the onboarding tasks
- C. Assign the Additional Data Permission in Role-Based Permissions
- D. Assign the proxy module access for Employee Central and Employee Profile Onboarding

Answer: A

Explanation:

Reference:

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

NEW QUESTION # 19

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

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

Answer: A

NEW QUESTION # 20

How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates
- B. Add field names on the content of the document template
- **C. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services**
- **D. Map the field names on the document template to fields defined in Onboarding**
- **E. Create a document template using Document Generation**

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tokens in Email Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Customization"

NEW QUESTION # 21

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