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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 4	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q10-Q15):

NEW QUESTION # 10

If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- A. The HR Manager will be considered as responsible owner
- B. The Onboarding Administrator will be considered as responsible owner
- **C. The Hiring Manager will be considered as responsible owner**
- D. The Recruiter will be considered as responsible owner

Answer: C

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Assignment in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Responsibilities"

NEW QUESTION # 11

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- **A. Create New Hire Tasks**
- B. New Employee
- C. New Hire Verification
- **D. Compliance Forms**
- **E. Additional Onboarding Data Collection**

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 12

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- A. Manage Document Template Mapping
- **B. Manage Documents**
- **C. Manage Document Template**
- D. Manage Document Visibility

Answer: B,C

NEW QUESTION # 13

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- **A. HR Manager**
- **B. Onboarder**

- C. Matrix Manager
- **D. Future Manager**
- E. Second Manager

Answer: A,B,D

NEW QUESTION # 14

Which permission allows participants to cancel the Onboarding processes?

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

Answer: A

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 # 15

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