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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"> 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 2	<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 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"> 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 5	<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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?

Note: There are 2 correct answers to this question.

- A. Data from the applicant tracking system**
- B. Data captured during the Review New Hire Data step
- C. Data coming from the Add New Hire to Onboarding tool
- D. Data captured during the Personal Data Collection/Paperwork step**

Answer: A,D

NEW QUESTION # 72

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Manage Business Configuration
- B. Rehire Inactive Employee
- C. Manage Data**

- D. Manage Configuration UI

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 73

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

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

Answer: C

NEW QUESTION # 74

Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- **A. Manager**
- B. Contingent workers
- **C. All employees**
- **D. Administrator**
- E. External employees

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Roles" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Permissions Assignment"

NEW QUESTION # 75

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- B. Add the Process Management permission to the Onboarding administrator role
- C. Add the administrator to OnboardingBpeAdmin group
- **D. Add the administrator to OnboardingBPEServiceUser group**

Answer: D

NEW QUESTION # 76

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