

SAP C-THR97-2505 Valid Exam Preparation & C-THR97-2505 Accurate Answers



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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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">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 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q75-Q80):

NEW QUESTION # 75

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

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

Answer: B,C,E

NEW QUESTION # 76

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Asset Task
- B. Meeting Task
- C. Knowledge Transfer Plan
- D. Document Flow

Answer: A,C

Explanation:

Reference:

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

NEW QUESTION # 77

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Create a custom HRIS element as an MDF object
- B. Add an HRIS element in the user data file
- C. Set up role-based permissions
- D. Set rule SAP_ONB2_HMReviewCheck to True

Answer: C,D

Explanation:

Reference:

NEW QUESTION # 78

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_InternalHire_Configuration
- **B. ONB2_HMReviewCheck**
- C. ONB2_PreDay1AccessCheck
- **D. ONB2_ECDataCollectionCheck**
- **E. ONB2_CustomDataCollectionCheck**

Answer: B,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Data Collection Automation"

NEW QUESTION # 79

How can you make new hire Company Documents visible to onboarding participants?

- A. Create a custom card on the homepage and insert a document link on the content
- B. Provide permission to the SuccessFactors Document Management System
- C. Define business rules for the document templates
- **D. Provide permission for Manage Documents**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Document Visibility" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Management and Permissions"

NEW QUESTION # 80

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