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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 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 3	<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 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">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 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.
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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q21-Q26):

NEW QUESTION # 21

A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system. Which email template is generated in the Onboarding process for this to happen?

- A. (ONB) New Hire Welcome Message
- B. (ONB) New Welcome Message Added Template
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) External User Welcome Message Template

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Email Notifications and Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services in Onboarding"

NEW QUESTION # 22

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using Integration Center or OData APIs
- B. Configure all the Event Reasons
- C. Create an export of new hire data using only a middleware system
- D. Configure the Onboarding data model
- E. Import Employee Data using Integration Center or OData APIs

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Onboarding Integrations"

NEW QUESTION # 23

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It provides a unified experience across Onboarding and other HCM modules
- B. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- C. It shares a common data structure with SAP SuccessFactors Employee Central
- D. It positively impacts employee engagement, productivity, and retention

Answer: B,D

NEW QUESTION # 24

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By integrating with an external applicant tracking system
- B. By importing a CSV file through Integration Center
- C. By importing a CSV file in Admin Center
- D. By integrating with SAP SuccessFactors Recruiting Management
- E. By using Add New Hire to Onboarding in Admin Center

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 25

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Import a CSV file of new hires in Admin Center
- B. Add a new hire to Onboarding in Admin Center
- C. Initiate Onboarding from an external applicant tracking system
- D. Add a New Employee in Admin Center
- E. Initiate Onboarding from SAP SuccessFactors Recruiting

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Initiating the Onboarding Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Triggers and Integrations"

NEW QUESTION # 26

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