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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">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 2	<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 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">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">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 6	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q66-Q71):

NEW QUESTION # 66

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. IDoc
- B. OData
- C. RFC
- D. SOAP

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION # 67

You have configured custom data collection and uploaded the forms in Maintain Onboarding and Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Choose the MDF custom object as the base object
- B. Select Direct in the Mapping Type column
- C. Select Rule in the Mapping Type column
- D. Create a business rule
- E. Select the fields from the MDF custom object in the Target Field column

Answer: A,B,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Mapping Document Fields to Custom Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Template Management"

NEW QUESTION # 68

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. Announce Termination Message
- B. Resignation Approval Message to Employee
- C. Offboarding Cancelled
- D. Offboarding Exit Interview Scheduling
- E. Offboarding Process Restarted

Answer: A,B,C

NEW QUESTION # 69

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Cancel the Review New Hire Data task from the Onboarding dashboard
- B. Create a process variant without a Review New Hire Data step
- C. Skip the step by selecting the option from the Action menu in the Onboarding dashboard
- D. Define a business rule using the Update Onboarding or Offboarding Process Object scenario

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Process Variants" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 70

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Sign Document
- B. Signature
- C. Consent
- D. Document Signature

Answer: B,C

NEW QUESTION # 71

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