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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q37-Q42):

NEW QUESTION # 37
Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart
- B. Data captured from the onboarding process can be retained after an automatic process restart
- C. Data captured from the onboarding process can be retained after a manual process restart
- D. Data captured from the onboarding process will be replaced by data from Recruiting

Answer: B

NEW QUESTION # 38
In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?
Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Document Flow
- C. Additional Data Collection
- D. Compliance Forms

Answer: C,D

NEW QUESTION # 39
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 # 40
What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?
Note: There are 3 correct answers to this question.

- A. First Name, Middle Name, Last Name
- B. National ID
- C. Date of Birth
- D. First Name, Last Name, Date of Birth
- E. First Name, Last Name

Answer: B,D,E

NEW QUESTION # 41

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. CountrySpecificValidationConfiguration
- B. JobClassificationCountry
- C. CustomPayType
- D. personalInfo
- E. userAccountInfo

Answer: A,B,D

NEW QUESTION # 42

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