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The C-THR97-2505 certification is the way to go in the modern SAP era. Success in the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding exam of this certification plays an essential role in an individual's future growth. Nowadays, almost every tech aspirant is taking the test to get C-THR97-2505 certification and find well-paying jobs or promotions. But the main issue that most of the candidates face is not finding updated SAP C-THR97-2505 Practice Questions to prepare successfully for the SAP C-THR97-2505 certification exam in a short time.

SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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.
Topic 4	• 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 5	• 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	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

NEW QUESTION # 53
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

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

Answer: B,C,E

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

NEW QUESTION # 54

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 for Manage Documents
- C. Define business rules for the document templates
- D. Provide permission to the SuccessFactors Document Management System

Answer: B

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

NEW QUESTION # 55
How do you initiate the Onboarding process?
Note: There are 3 correct answers to this question.

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

Answer: A,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 # 56
How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

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

Answer: B

NEW QUESTION # 57
What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?
Note: There are 3 correct answers to this question.

- A. Define the applicant status set for Onboarding in Recruiting Management
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management
- C. Modify the Onboarding templates in Recruiting Management
- D. Map the desired fields using the Onboarding Integration Setup tool in Admin Center
- E. Modify the Onboarding Feature Permission on job requisition template XML files

Answer: A,B,E

NEW QUESTION # 58
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