

# Exam SAP C-THR97-2505 Revision Plan, Exam C-THR97-2505 Simulations



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## SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q44-Q49):

### NEW QUESTION # 44

Which actions can alumni users perform after activating their accounts? Note: There are 3 correct answers to this question.

- A. Apply to be rehired for an open position
- B. Contact current managers directly
- C. Update contact information
- D. Complete offboarding tasks
- E. View pay statements

**Answer: A,C,D**

### NEW QUESTION # 45

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. New Employee
- B. Create New Hire Tasks
- C. Compliance Forms
- D. Additional Onboarding Data Collection
- E. New Hire Verification

**Answer: B,C,D**

Explanation:

Reference:

#### **NEW QUESTION # 46**

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions
- B. It can be accessed by using SAP For Me
- C. Customers can use the dashboard in the dev, test, and production tenants
- D. Customers can grant access to the dashboard to partners

**Answer: B,D**

Explanation:

Reference:

SAP SuccessFactors Clean Core Guide, Section: "Clean Core Dashboard Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Managing Clean Core Operations"

#### **NEW QUESTION # 47**

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 using Add New Hire to Onboarding in Admin Center
- D. By integrating with SAP SuccessFactors Recruiting Management
- E. By importing a CSV file in Admin Center

**Answer: A,C,D**

Explanation:

Reference:

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

#### **NEW QUESTION # 48**

Which data model contains job-related data about an employee, such as compensation data?

- A. Country-Specific Corporate Data Model
- B. Succession Data Model
- C. Corporate Data Model
- D. Country-Specific Succession Data Model

**Answer: B**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

#### **NEW QUESTION # 49**

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