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## SAP C\_THR97\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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>
Topic 7	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q16-Q21):

### NEW QUESTION # 16

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

Note: There are 2 correct answers to this question.

- A. Offboarding collects the exit survey information and Qualtrics reports the results
- B. Onboarding collects the new hire experiences and Qualtrics reports the results
- C. Qualtrics collects the new hire experiences and reports the results
- D. Qualtrics collects the exit survey information and reports the results

**Answer: C,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding and Offboarding Integration Guide, Section: "Integration with Qualtrics for Lifecycle Surveys"  
 SAP SuccessFactors Onboarding Study Guide, Topic: "Survey Integration with Qualtrics"

### NEW QUESTION # 17

Which onboarding processes are supported by the function automatic hiring in Onboarding?

Note: There are 3 correct answers to this question.

- A. Global Assignment
- B. **Rehire with New Employment**
- C. Concurrent Employment
- D. **Rehire**
- E. **Regular Hire**

**Answer: B,D,E**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Automatic Hiring in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Supported Onboarding Processes"

### **NEW QUESTION # 18**

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Meeting Task
- B. Document Flow
- C. **Knowledge Transfer Plan**
- D. Asset Task

**Answer: C,D**

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Offboarding-Specific Permissions" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Offboarding"

### **NEW QUESTION # 19**

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. Date of Birth
- C. **First Name, Last Name**
- D. National ID
- E. First Name, Last Name, Date of Birth

**Answer: C,D,E**

### **NEW QUESTION # 20**

Which business rule allows the offboardee to edit their personal information?

- A. ONB2SelectOffboardingActivitiesConfig
- B. **ONB2\_OFB\_EmployeeReviewCheck**
- C. ONB2\_OFB\_ManagerReviewCheck
- D. ONB2ResponsibilityConfig

**Answer: B**

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Business Rules for Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

## NEW QUESTION # 21

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