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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q28-Q33):

NEW QUESTION # 28
How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Mass import with a CSV file
- B. Integrate with SAP SuccessFactors Employee Central
- C. Integrate from an external HRIS
- D. Manually start the process within Offboarding

Answer: B

NEW QUESTION # 29
What are some of the Email Services features available in Onboarding?
Note: There are 3 correct answers to this question.

- A. Configure reminder notifications to control the frequency of reminder messages
- B. Trigger an onboarding task
- C. Attach documents to email notifications
- D. Delete a preconfigured email template
- E. Create new email templates with business and locale-specific rules content

Answer: A,C,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Email Services Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Configuration"

NEW QUESTION # 30

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding?Note: There are 3 correct answers to this question.

Solution

The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:

- **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.

- **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.

- **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.

Reference: https://learning.sap.com/

So, the correct answers are **A, C, and E.**

- A. DocuSign Adaptor
- B. intelligent Services
- C. Employee Central V2
- D. SAP ERP Integration
- E. Business Process Engine

Answer: B,D,E

NEW QUESTION # 31

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. Concurrent Employment
- C. Regular Hire
- D. Rehire with New Employment
- E. Rehire

Answer: C,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 # 32

Which of the following are predefined business rules for Onboarding?
Note: There are 3 correct answers to this question.

- A. ONB2_PreDay1AccessCheck
- B. ONB2_Select_Onboarding_Task_Configuration
- C. ONB2_ProcessClosurePeriodConfig
- D. ONB2_Initiate_Offboarding_Configuration
- E. ONB2_InternalHire_Configuration

Answer: A,C,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Predefined Business Rules for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Business Rule Configuration"

NEW QUESTION # 33
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