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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	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	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 4	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 5	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 6	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q45-Q50):

NEW QUESTION # 45

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. userAccountInfo
- B. CountrySpecificValidationConfiguration
- C. personallInfo
- D. CustomPayType
- E. JobClassificationCountry

Answer: B,C,E

NEW QUESTION # 46

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Signature

- B. Sign Document
- **C. Consent**
- D. Document Signature

Answer: A,C

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

Answer: A,B,E

Explanation:

Reference:

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

NEW QUESTION # 48

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. Customers can use the dashboard in the dev, test, and production tenants
- **C. Customers can grant access to the dashboard to partners**
- **D. It can be accessed by using SAP For Me**

Answer: C,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 # 49

How is mobile functionality supported with Onboarding?

- A. Through mobile browsers and the SAP SuccessFactors app
- B. Through the SAP SuccessFactors app only
- C. Through Admin Center Mobile access only
- **D. Through mobile browsers only**

Answer: D

NEW QUESTION # 50

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