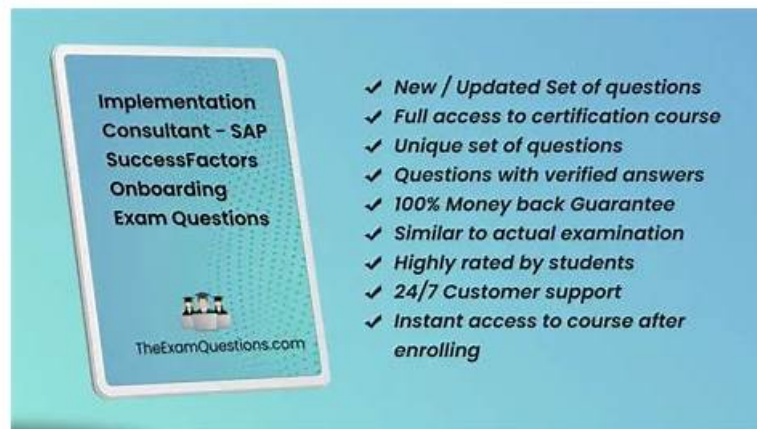


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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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 6	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q23-Q28):

NEW QUESTION # 23

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Document Flow
- C. Manager Review
- D. Employee Review
- E. Additional Data Collection

Answer: B,C,D

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 24

Which permission allows participants to cancel the Onboarding processes?

- A. Cancel Onboarding Permission
- B. Process Trigger
- C. Configure Object Definitions
- D. Process

Answer: A

Explanation:

Reference:

NEW QUESTION # 25

You have configured custom data collection and uploaded the forms in Maintain Onboarding and Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Select Direct in the Mapping Type column
- B. Select the fields from the MDF custom object in the Target Field column
- C. Choose the MDF custom object as the base object
- D. Create a business rule
- E. Select Rule in the Mapping Type column

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Mapping Document Fields to Custom Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Template Management"

NEW QUESTION # 26

What actions do you need to take to use the UI for a custom data collection object in the Additional Data Collection step?

Note: There are 3 correct answers to this question.

- A. Create a configuration UI object with a specified ID
- B. Go to Admin Center > Manage Configuration UI
- C. Use a business rule for the object's visibility
- D. Enable Intelligent Services
- E. Enable the Admin Configuration tool in Provisioning

Answer: A,B,D

NEW QUESTION # 27

If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- A. The HR Manager will be considered as responsible owner
- B. The Hiring Manager will be considered as responsible owner
- C. The Recruiter will be considered as responsible owner
- D. The Onboarding Administrator will be considered as responsible owner

Answer: B

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Assignment in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Responsibilities"

NEW QUESTION # 28

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