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SAP C_THR97_2505

SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Onboarding

Questions & Answers PDF

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SAP C_THR97_2505 Exam Syllabus Topics:

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

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q24-Q29):

NEW QUESTION # 24

What is the only condition that executes the second rehire check?

- A. A potential match is detected during the Review New Hire Data step
- B. The Personal Data Collection step is completed
- C. A potential match is detected when Onboarding is initiated
- D. A potential match is not identified in the first rehire check**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Rehire Check Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Verification Configuration"

NEW QUESTION # 25

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. **Resignation Approval Message to Employee**
- B. Offboarding Exit Interview Scheduling
- C. **Announce Termination Message**
- D. Offboarding Process Restarted
- E. **Offboarding Cancelled**

Answer: A,C,E

NEW QUESTION # 26

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. **Manage Data**
- B. Manage Business Configuration
- C. Manage Configuration UI
- D. Rehire Inactive Employee

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 27

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

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

Answer: C

Explanation:

Reference:

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

NEW QUESTION # 28

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding program
- B. To define who completes each offboarding activity
- C. **To define who completes each offboarding task**
- D. To define who can complete both offboarding and onboarding tasks

Answer: C

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors

NEW QUESTION # 29

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