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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">• 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">• 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	<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">• 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">• 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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q55-Q60):

NEW QUESTION # 55

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- **A. Assign the Onboarding Initiate Permission to designated users in Recruiting Management**
- **B. Modify the Onboarding Feature Permission on job requisition template XML files**
- **C. Define the applicant status set for Onboarding in Recruiting Management**
- D. Modify the Onboarding templates in Recruiting Management
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center

Answer: A,B,C

NEW QUESTION # 56

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To initiate the internal hire process using the transfer event
- **B. To create a transfer event and update the employee profile record**
- C. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- D. To send data from Recruiting Management to Onboarding

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 57

How can you add a Final Review step in an onboarding process?

Note: There are 3 correct answers to this question.

- **A. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG**
- B. Enable Final Review in Onboarding General Settings
- C. Add the Personal Data Collection step in the onboarding process using Process Variant Manager
- **D. Define a business rule using the Assign Responsible Group for Data Review**
- **E. Add the Final Review step using Process Variant Manager**

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Final Review Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Customizing Onboarding Process Steps"

NEW QUESTION # 58

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

Answer: B,C,E

NEW QUESTION # 59

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

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Clean Core Guide, Section: "Clean Core Dashboard Features" SAP SuccessFactors Onboarding Study

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