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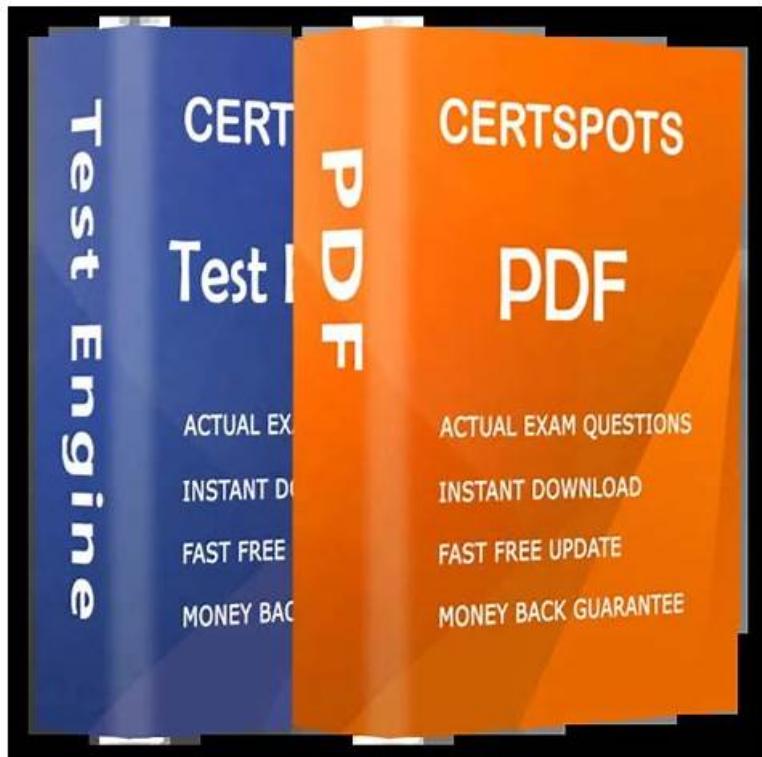
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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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 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.

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

NEW QUESTION # 23
What are some features supported by SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. External HRIS integration with internal hire process
- B. Document generation and e-signature
- C. Management of contingent workers
- D. Data collection of new hire personal information
- E. Global reassignment of employees

Answer: A,B,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

NEW QUESTION # 24
In which Onboarding process step do you use the Onboarding data model?
Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Manage Pending Hires
- C. Review New Hire Data
- D. Additional Onboarding Data Collection

Answer: A,C

NEW QUESTION # 25
A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system. Which email template is generated in the Onboarding process for this to happen?

- A. (ONB) External User Welcome Message Template
- B. (ONB) New Hire Welcome Message
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) New Welcome Message Added Template

Answer: A

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Email Notifications and Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services in Onboarding"

NEW QUESTION # 26
Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?
Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. jobInfo
- C. personalInfo
- D. personInfo
- E. compInfo

Answer: A,B,C

NEW QUESTION # 27
What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hired
- B. None
- C. Initiate Onboarding
- D. Hireable

Answer: D

NEW QUESTION # 28
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