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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	• 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 4	• 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 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.
Topic 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q49-Q54):

NEW QUESTION # 49

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. It can be accessed by using SAP For Me
- B. Customers can grant access to the dashboard to partners
- C. It can be used in all SAP S/4HANA Cloud editions
- D. Customers can use the dashboard in the dev, test, and production tenants

Answer: A,B

Explanation:

Reference:

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

NEW QUESTION # 50

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

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

Answer: C

Explanation:

Reference:

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

NEW QUESTION # 51

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- B. Identify the data used to match records using the Hire/Rehire Configuration object
- C. Assign the Rehire Inactive Employee permission
- D. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- E. Create a responsible group for rehire coordinators

Answer: B,C,D

NEW QUESTION # 52

How is mobile functionality supported with Onboarding?

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

Answer: A

NEW QUESTION # 53

Which data model contains job-related data about an employee, such as compensation data?

- A. Succession Data Model
- B. Country-Specific Succession Data Model
- C. Country-Specific Corporate Data Model
- D. Corporate Data Model

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION # 54

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