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SAP C_THR97_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q26-Q31):

NEW QUESTION # 26
Which actions can alumni users perform after activating their accounts?Note: There are 3 correct answers to this question.

Solution:

Based on official guidance from **Learning.sap.com**, alumni users gain access to a variety of capabilities after activating their accounts. The following **three actions** are supported:

1. **C. Apply to be rehired for an open position**
   Alumni users appear in hiring eligibility and can apply to open positions via the **Profile Match Verification** process, identifying them as alumni when they match roles

2. **B. View pay statements**
   They can access and download payroll documents, including **pay statements**, as long as Employee Central Payroll is enabled

3. **E. Update contact information**
   Alumni users retain the ability to view and **edit their personal and contact information** such as addresses, phone numbers, and emergency contacts

✅ Correct Answers: B, C, E

SAP Sources

Reference: https://learning.sap.com/

- A. Complete offboarding tasks
- B. View pay statements
- C. Contact current managers directly
- D. Apply to be rehired for an open position
- E. Update contact information

Answer: A,D,E

NEW QUESTION # 27

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?
Note: There are 3 correct answers to this question.

- A. First Name, Middle Name, Last Name
- B. Date of Birth
- C. First Name, Last Name, Date of Birth
- D. National ID
- E. First Name, Last Name

Answer: C,D,E

NEW QUESTION # 28

Who should be provided role-based permissions to perform Offboarding?
Note: There are 3 correct answers to this question.

- A. External employees
- B. All employees
- C. Contingent workers
- D. Administrator
- E. Manager

Answer: B,D,E

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Roles" SAP SuccessFactors
Onboarding Study Guide, Topic: "Offboarding Permissions Assignment"

NEW QUESTION # 29

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding?Note: There are 3 correct answers to this question.

> **Solution**
>
> The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:
>
> - **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.
>
> - **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.
>
> - **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.
>
> Reference: https://learning.sap.com/
>
> So, the correct answers are **A, C, and E**.

- A. Business Process Engine
- B. Employee Central V2
- C. intelligent Services
- D. SAP ERP Integration
- E. DocuSign Adaptor

Answer: A,C,D

NEW QUESTION # 30

How can you create a custom task for an onboarding program?
Note: There are 2 correct answers to this question.

- A. Create a UI in Manage Configuration UI for the custom MDF object
- B. Link the custom MDF object to the custom task
- C. Configure the visibility of the custom MDF object
- D. Create a custom MDF object

Answer: B,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Creating Custom Tasks" SAP SuccessFactors Onboarding
Study Guide, Topic: "Custom Task Configuration"

NEW QUESTION # 31

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