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## SAP C\_THR97\_2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

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### SAP C\_THR97\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Essential Features and Provisioning Settings to Enable Onboarding:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Rehire Process with Onboarding:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Onboarding Data Model and Custom Data Collection:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Role-Based Permissions for Onboarding and Offboarding:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Onboarding Process and Compliance Settings:</b> 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q16-Q21):

### NEW QUESTION # 16

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. jobInfo
- B. globalInfo
- C. compInfo
- D. employmentInfo

**Answer: A,C**

Explanation:

Reference:

SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities" SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"

#### NEW QUESTION # 17

What type of status should a candidate be in to successfully initiate Onboarding?

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

**Answer: C**

#### NEW QUESTION # 18

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

**Answer: A,C,D**

#### NEW QUESTION # 19

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

- A. To define who completes each offboarding activity
- B. To define who completes each offboarding program
- 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 Onboarding Study Guide, Topic: "Offboarding Task Management"

#### NEW QUESTION # 20

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 create a transfer event and update the employee profile record
- C. To send data from Recruiting Management to Onboarding
- D. To initiate the internal hire process using the transfer event

**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 # 21

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