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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	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 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	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 5	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q45-Q50):

NEW QUESTION # 45

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process
- B. ONB2ProcessVariant
- C. ONB2ProcessTrigger
- D. ONB2ProcessTask

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Process Restart" SAP SuccessFactors Onboarding Study Guide, Topic: "MDF Objects for Process Management"

NEW QUESTION # 46

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_RehireCoordinator
- B. OnboardingBPEAdmin
- C. OnboardingExternalUser
- D. OnboardingBPEServiceUser

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION # 47

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. HR Manager
- B. Future Manager
- C. Onboarder
- D. Matrix Manager

- E. Second Manager

Answer: A,B,C

NEW QUESTION # 48

Which Onboarding process is supported for external HRIS integrations?

□

- A. Crossboarding process
- B. Internal Hire process
- C. Offboarding process
- **D. Onboarding process**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

NEW QUESTION # 49

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- **A. Compliance Forms**
- B. Personal Data Collection
- C. Document Flow
- **D. Additional Data Collection**

Answer: A,D

NEW QUESTION # 50

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