

# Practice C\_THR97\_2505 Exams & Study C\_THR97\_2505 Group



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## Real SAP C\_THR97\_2505 Questions - Verified By Experts

In recent years, some changes are taking place in this line about the new points are being constantly tested in the C\_THR97\_2505 real exam. So our experts highlights the new type of questions and add updates into the C\_THR97\_2505 practice materials, and look for shifts closely when them take place. At the same time, as we can see that the electronic devices are changing our life day by day, our C\_THR97\_2505 study questions are also developed to apply all kinds of eletronic devices.

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

Topic	Details

Topic 1	<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 2	<ul style="list-style-type: none"> <li>• <b>Integrations with Onboarding:</b> 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>Document Template Management and Email Notifications:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Offboarding Process:</b> 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 5	<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 6	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

### NEW QUESTION # 53

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?

Note: There are 3 correct answers to this question.

- A. CountrySpecificValidationConfiguration
- B. userAccountInfo
- C. personalInfo
- D. CustomPayType
- E. JobClassificationCountry

**Answer: A,C,E**

### NEW QUESTION # 54

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP\_ONB2\_HMReviewCheck
- B. SAP\_ONB2\_DataCollectionConfigSelect
- C. SAP\_ONB2\_PreDay1AccessCheck
- D. SAP\_ONB2\_ECDataCollectionCheck

**Answer: A,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP

#### NEW QUESTION # 55

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It positively impacts employee engagement, productivity, and retention
- B. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- C. It provides a unified experience across Onboarding and other HCM modules
- D. It shares a common data structure with SAP SuccessFactors Employee Central

**Answer: A,B**

#### NEW QUESTION # 56

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

- A. To define who completes each offboarding task
- B. To define who completes each offboarding activity
- C. To define who completes each offboarding program
- D. To define who can complete both offboarding and onboarding tasks

**Answer: A**

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

#### NEW QUESTION # 57

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2\_PreDay1AccessCheck
- B. ONB2\_CustomDataCollectionCheck
- C. ONB2\_HMReviewCheck
- D. ONB2\_InternalHire\_Configuration
- E. ONB2\_ECDDataCollectionCheck

**Answer: B,C,E**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Data Collection Automation"

#### NEW QUESTION # 58

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