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SAP C-THR97-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q33-Q38):

NEW QUESTION # 33

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 # 34

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Add a new hire to Onboarding in Admin Center
- B. Initiate Onboarding from SAP SuccessFactors Recruiting
- C. Initiate Onboarding from an external applicant tracking system
- D. Import a CSV file of new hires in Admin Center
- E. Add a New Employee in Admin Center

Answer: A,B,C

Explanation:

Reference:

NEW QUESTION # 35

What scheduled job type do you create so new hires become internal users?

- A. OnStartDateStatusChange
- B. External to Internal Candidate Profile Conversion
- C. ConvertExternalUserOnStartDateJob
- D. New Hire Export

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION # 36

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Synchronize metadata objects to the database
- B. Assign onboardees or new hires to specific meetings
- C. Update the compliance metadata records
- D. Update onboarding and offboarding process flows
- E. Archive the tasks of onboarding and offboarding processes

Answer: A,C,D

NEW QUESTION # 37

If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- A. The Onboarding Administrator will be considered as responsible owner
- B. The Recruiter will be considered as responsible owner
- C. The HR Manager will be considered as responsible owner
- D. The Hiring Manager will be considered as responsible owner

Answer: D

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Assignment in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Responsibilities"

NEW QUESTION # 38

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