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## SAP C_THR97_2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 2 | • 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 3 | • Role-Based Permissions for Onboarding and Offboarding: 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. |
|---------|------------------------------------------------------------------------------------------------------------------------------|
| 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. |

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# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q43-Q48):

## NEW QUESTION # 43
If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- A. The Recruiter will be considered as responsible owner
- B. The HR Manager will be considered as responsible owner
- C. The Onboarding Administrator 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 # 44
What are the standard Offboarding process steps?
Note: There are 3 correct answers to this question.

- A. Manager Review
- B. Compliance Forms
- C. Additional Data Collection
- D. Employee Review
- E. Document Flow

**Answer: A,D,E**

Explanation:
Reference:
SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

## NEW QUESTION # 45

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

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

**Answer: D**

## NEW QUESTION # 46

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

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

**Answer: B**

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

## NEW QUESTION # 47

How can you grant Onboarding access to the future manager of an internal hire?
Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions
- B. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors
- C. Create a Role-Based Permission role for the internal hire's future manager, add necessaryonboarding permissions, and assign the role to a future manager Role-Based Permission group
- D. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group

**Answer: B,D**

## NEW QUESTION # 48

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