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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q26-Q31):

NEW QUESTION # 26
What is the only condition that executes the second rehire check?

- A. A potential match is not identified in the first rehire check
- B. A potential match is detected during the Review New Hire Data step
- C. A potential match is detected when Onboarding is initiated
- D. The Personal Data Collection step is completed

Answer: A

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Rehire Check Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Verification Configuration"

NEW QUESTION # 27
How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Create a document template using Document Generation
- B. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates
- C. Add field names on the content of the document template
- D. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services
- E. Map the field names on the document template to fields defined in Onboarding

Answer: A,D,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tokens in Email Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Customization"

NEW QUESTION # 28
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 send data from Recruiting Management to Onboarding
- C. To create a transfer event and update the employee profile record
- D. To initiate the internal hire process using the transfer event

Answer: C

Explanation:
Reference:
SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 29
What are some examples of preconfigured Offboarding email templates?
Note: There are 3 correct answers to this question.

- A. Resignation Approval Message to Employee
- B. Offboarding Process Restarted
- C. Offboarding Exit Interview Scheduling
- D. Offboarding Cancelled
- E. Announce Termination Message

Answer: A,D,E

NEW QUESTION # 30
A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system. Which email template is generated in the Onboarding process for this to happen?

- A. Welcome Message Notification with Reset Password Support Template
- B. (ONB) External User Welcome Message Template
- C. (ONB) New Welcome Message Added Template
- D. (ONB) New Hire Welcome Message

Answer: B

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Email Notifications and Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services in Onboarding"

NEW QUESTION # 31

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