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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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 6	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 7	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q49-Q54):

NEW QUESTION # 49

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

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

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 # 50

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To initiate the internal hire process using the transfer event
- B. To send data from Recruiting Management to Onboarding
- **C. To create a transfer event and update the employee profile record**
- D. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires

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 # 51

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

Note: There are 2 correct answers to this question.

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

Answer: A,B

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 # 52

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Rehire Inactive Employee
- B. Manage Business Configuration
- **C. Manage Data**
- D. Manage Configuration UI

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 53

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- **A. Employee Central Effective Dated Entities**
- **B. Employee Data**
- C. Employee Central API
- D. Manage Workflows

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Role-Based Permissions for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection Permissions"

NEW QUESTION # 54

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