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SAP C_THR97_2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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	<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 4	<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 5	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q75-Q80):

NEW QUESTION # 75

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Create a custom HRIS element as an MDF object
- B. Add an HRIS element in the user data file
- C. Set rule SAP_ONB2_HMReviewCheck to True
- D. Set up role-based permissions

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

NEW QUESTION # 76

How can you configure the employee global assignment process in Onboarding?

Note: There are 3 correct answers to this question.

- A. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object
- B. Enable Global Assignment in Onboarding General Settings
- C. Configure a business rule using the Trigger Onboarding Global Assignment scenario

- D. Enable the (ONB) Global Assignment User Welcome Message Trigger email template
- E. Enable Context Switcher to allow the employee to toggle between current user profiles and global assignments

Answer: A,C,D

NEW QUESTION # 77

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_InternalHire_Configuration
- B. ONB2_Initiate_Offboarding_Configuration
- C. ONB2_ProcessClosurePeriodConfig
- D. ONB2_PreDay1AccessCheck
- E. ONB2_Select_Onboarding_Task_Configuration

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Predefined Business Rules for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Business Rule Configuration"

NEW QUESTION # 78

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. Onboarder
- B. Second Manager
- C. Matrix Manager
- D. Future Manager
- E. HR Manager

Answer: A,D,E

NEW QUESTION # 79

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. jobInfo
- B. employmentInfo
- C. globalInfo
- D. compInfo

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities" SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"

NEW QUESTION # 80

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