

C-THR97-2505 PDF Question - New C-THR97-2505 Practice Materials



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

Questions & Answers PDF
(Demo Version – Limited Content)

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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">• 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	<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"> • 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 (Q46-Q51):

NEW QUESTION # 46

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

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 # 47

Which data model contains job-related data about an employee, such as compensation data?

- A. Country-Specific Corporate Data Model
- B. Country-Specific Succession Data Model
- C. Corporate Data Model
- **D. Succession Data Model**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION # 48

How can you make new hire Company Documents visible to onboarding participants?

- A. Define business rules for the document templates
- **B. Provide permission for Manage Documents**
- C. Create a custom card on the homepage and insert a document link on the content
- D. Provide permission to the SuccessFactors Document Management System

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Document Visibility" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Management and Permissions"

NEW QUESTION # 49

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- **A. Internal hire from transferring employees**
- **B. Onboarding for new hires**
- C. Offboarding for terminating employees
- D. Process restart for new hires

Answer: A,B

NEW QUESTION # 50

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- **A. Create role-based permissions to access new hire tasks**
- B. Configure additional tasks in the dashboard
- C. Configure the Select Onboarding Task Configuration business rule
- **D. Create an Onboarding program to assign tasks**

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating and Assigning Onboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Configuration in Onboarding"

NEW QUESTION # 51

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