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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q78-Q83):

NEW QUESTION # 78
How do you configure the Rehire with Old Employment function in Onboarding?
Note: There are 3 correct answers to this question.

- A. Create a responsible group for rehire coordinators
- B. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- C. Identify the data used to match records using the Hire/Rehire Configuration object
- D. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- E. Assign the Rehire Inactive Employee permission

Answer: C,D,E

NEW QUESTION # 79
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

- A. By integrating with SAP SuccessFactors Recruiting Management
- B. By importing a CSV file in Admin Center
- C. By integrating with an external applicant tracking system
- D. By importing a CSV file through Integration Center
- E. By using Add New Hire to Onboarding in Admin Center

Answer: A,C,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 80
What is the only condition that executes the second rehire check?

- A. A potential match is detected when Onboarding is initiated
- B. The Personal Data Collection step is completed

- C. A potential match is not identified in the first rehire check
- D. A potential match is detected during the Review New Hire Data step

Answer: C

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

NEW QUESTION # 81
In the internal hire process, why would you use the EmpJob API to update the employee profile?

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

Answer: A

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

NEW QUESTION # 82
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. Offboarding for terminating employees
- B. Internal hire from transferring employees
- C. Onboarding for new hires
- D. Process restart for new hires

Answer: B,C

NEW QUESTION # 83
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