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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">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 2	<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.

Topic 3	<ul style="list-style-type: none"> • 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	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q77-Q82):

NEW QUESTION # 77

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Additional Data Collection
- B. Document Flow
- C. Employee Review
- D. Compliance Forms
- E. Manager Review

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 78

How is mobile functionality supported with Onboarding?

- A. Through the SAP SuccessFactors app only
- B. Through mobile browsers and the SAP SuccessFactors app
- C. Through Admin Center Mobile access only
- D. Through mobile browsers only

Answer: D

NEW QUESTION # 79

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. Additional Onboarding Data Collection
- B. Create New Hire Tasks
- C. Compliance Forms
- D. New Hire Verification
- E. New Employee

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 80

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart
- B. Data captured from the onboarding process can be retained after a manual process restart
- C. Data captured from the onboarding process will be replaced by data from Recruiting
- D. Data captured from the onboarding process can be retained after an automatic process restart

Answer: D

NEW QUESTION # 81

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a business rule that identifies the Offboarding tasks to archive
- B. Enable Archive & Print in Provisioning
- C. Create a scheduled batch job from Provisioning that archives the Offboarding tasks
- D. Create a scheduled batch job from the front-end system to archive the Offboarding tasks

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

NEW QUESTION # 82

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