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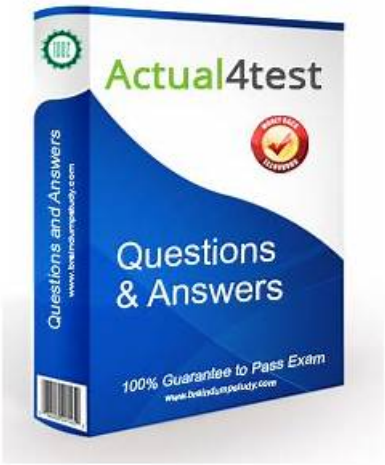

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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 5	• 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 6	• 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 7	• 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 (Q67-Q72):

NEW QUESTION # 67
What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?
Note: There are 3 correct answers to this question.

- A. Date of Birth
- B. First Name, Last Name, Date of Birth
- C. First Name, Middle Name, Last Name
- D. National ID
- E. First Name, Last Name

Answer: B,D,E

NEW QUESTION # 68
How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate from an external HRIS

- B. Integrate with SAP SuccessFactors Employee Central
- C. Manually start the process within Offboarding
- D. Mass import with a CSV file

Answer: B

NEW QUESTION # 69
How can you create an additional data collection step?
Note: There are 3 correct answers to this question.

- A. Create new fields in the Employee Central data model
- B. Create a custom MDF object
- C. Create a UI for the custom MDF object
- D. Modify ONB2DataCollectionConfig object
- E. Define the visibility of the custom MDF object

Answer: B,C,D

NEW QUESTION # 70
Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?
Note: There are 3 correct answers to this question.

- A. personalInfo
- B. jobInfo
- C. employmentInfo
- D. compInfo
- E. personInfo

Answer: A,B,C

NEW QUESTION # 71
How is mobile functionality supported with Onboarding?

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

Answer: D

NEW QUESTION # 72
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