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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
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	• 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 4	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

NEW QUESTION # 41
Which parameters in the createOnboardee API function import are used for legal entity transfer?
Note: There are 2 correct answers to this question.

Solution:

The two parameters used for legal entity transfer in the createOnboardee API function import are:

- **B. hireType** – This parameter specifies the type of hire and includes the value LEGAL_ENTITY_TRANSFER_NEW_EMPL for legal entity transfers.

- **C. internalUserId** – This parameter identifies the existing employee to be transferred, distinguishing the legal entity transfer scenario.

So, the correct answers are **B** and **C**.

SAP Sources

Reference: https://learning.sap.com/

- A. initiateOnboardingforUser
- B. LEGAL_ENTITY_TRANSFER_NEW_EMPL_
- C. internalUserId
- D. hireType

Answer: B,D

NEW QUESTION # 42

Which permission allows participants to cancel the Onboarding processes?

- A. Configure Object Definitions
- B. Process Trigger
- C. Process
- D. Cancel Onboarding Permission

Answer: D

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Process Management" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 43

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

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

Answer: B

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

NEW QUESTION # 44

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?
Note: There are 2 correct answers to this question.

- A. SAP_ONB2_HMReviewCheck
- B. SAP_ONB2_PreDay1AccessCheck
- C. SAP_ONB2_DataCollectionConfigSelect
- D. SAP_ONB2_ECDataCollectionCheck

Answer: A,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION # 45
How do you configure the Rehire with Old Employment function in Onboarding?
Note: There are 3 correct answers to this question.

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

Answer: A,C,E

NEW QUESTION # 46
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