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SAP C_THR97_2505

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

Questions & Answers PDF

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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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	<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 6	<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 7	<ul style="list-style-type: none"> • 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 (Q76-Q81):

NEW QUESTION # 76

How can you grant Onboarding access to the future manager of an internal hire?

Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions
- B. Add the picklist code managers (internal hire) to the jobReType picklist in SAP SuccessFactors
- C. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group
- D. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group

Answer: B,C

NEW QUESTION # 77

What is an Offboarding program?

- A. A list of exit survey questions completed by the exiting employee
- B. Both predefined and custom tasks completed by the manager and exiting employee
- C. Predefined tasks that are completed by the manager and exiting employee
- D. Custom tasks that are completed by the manager and exiting employee

Answer: C

NEW QUESTION # 78

How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?

Note: There are 2 correct answers to this question.

- A. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- **B. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario**
- C. Enable the Employment Profile Selection API
- **D. Add the business rule to the Onboarding Configuration in Manage Data**

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Employment Profile Selection" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire and Transfer Configuration"

NEW QUESTION # 79

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed during Manage Pending Hires
- B. The check is performed at the Review New Hire Data step
- **C. The check is performed after the Personal Data Collection step is completed**
- **D. The check is performed when Onboarding is initiated**

Answer: C,D

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

Answer: C

NEW QUESTION # 81

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