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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">• 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 3	<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 4	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q65-Q70):

NEW QUESTION # 65

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Initiate Onboarding from an external applicant tracking system
- B. Add a new hire to Onboarding in Admin Center
- C. Initiate Onboarding from SAP SuccessFactors Recruiting
- D. Add a New Employee in Admin Center
- E. Import a CSV file of new hires in Admin Center

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Initiating the Onboarding Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Triggers and Integrations"

NEW QUESTION # 66

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 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 create a transfer event and update the employee profile record

Answer: D

Explanation:

Reference:

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

NEW QUESTION # 67

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Consent
- B. Sign Document
- C. Document Signature
- D. Signature

Answer: A,D

NEW QUESTION # 68

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding? Note: There are 3 correct answers to this question.

- A. Employee Central V2
- B. intelligent Services
- C. SAP ERP Integration
- D. DocuSign Adaptor
- E. Business Process Engine

Answer: B,C,E

NEW QUESTION # 69

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. compInfo
- B. globalInfo
- C. jobInfo
- D. employmentInfo

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities" SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"

NEW QUESTION # 70

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