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### SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q26-Q31):

### NEW QUESTION # 26

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Synchronize metadata objects to the database
- B. Update the compliance metadata records
- C. Archive the tasks of onboarding and offboarding processes
- D. Assign onboardees or new hires to specific meetings
- E. Update onboarding and offboarding process flows

**Answer: A,B,E**

### NEW QUESTION # 27

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

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

**Answer: A**

Explanation:

Reference:

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

### NEW QUESTION # 28

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are not available?

- A. Assign the hiring manager role to the users who will complete the onboarding tasks
- B. Assign the Complete Data Collection Tasks in Role-Based Permissions
- C. Assign the Additional Data Permission in Role-Based Permissions
- D. Assign the proxy module access for Employee Central and Employee Profile Onboarding

**Answer: B**

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Task Completion" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

### NEW QUESTION # 29

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 jobRelType 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 # 30

What is an Offboarding program?

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

Answer: B

### NEW QUESTION # 31

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