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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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 6	• 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 (Q40-Q45):

NEW QUESTION # 40
What are the standard Offboarding process steps?
Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Manager Review
- C. Employee Review
- D. Additional Data Collection
- E. Document Flow

Answer: B,C,E

Explanation:
Reference:
SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 41

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

Answer: A,B

NEW QUESTION # 42
Which data model contains job-related data about an employee, such as compensation data?

- A. Country-Specific Corporate Data Model
- B. Country-Specific Succession Data Model
- C. Succession Data Model
- D. Corporate Data Model

Answer: C

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION # 43
How can you configure the employee global assignment process in Onboarding?
Note: There are 3 correct answers to this question.

- A. Enable Global Assignment in Onboarding General Settings
- B. Configure a business rule using the Trigger Onboarding Global Assignment scenario
- C. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object
- D. Enable the (ONB) Global Assignment User Welcome Message Trigger email template
- E. Enable Context Switcher to allow the employee to toggle between current user profiles and global assignments

Answer: B,C,D

NEW QUESTION # 44
Transfer events are created only for changes made to which Employee Central data entities?
Note: There are 2 correct answers to this question.

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

Answer: C,D

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 # 45
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