

C-THR97-2505 Practice Exam Materials: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding and C-THR97-2505 Study Guide - ActualVCE



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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> • 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 5	<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 6	<ul style="list-style-type: none"> • 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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q38-Q43):

NEW QUESTION # 38

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Cancel the Review New Hire Data task from the Onboarding dashboard
- B. Skip the step by selecting the option from the Action menu in the Onboarding dashboard
- **C. Create a process variant without a Review New Hire Data step**
- D. Define a business rule using the Update Onboarding or Offboarding Process Object scenario

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Process Variants" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 39

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a UI using the UI Template Editor
- B. **Create a custom MDF object**
- C. **Define a business rule for the custom task**
- D. Create email notifications for the custom task

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tasks in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Creation and Business Rules"

NEW QUESTION # 40

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- B. Add the Process Management permission to the Onboarding administrator role
- C. Add the administrator to OnboardingBpeAdmin group
- D. **Add the administrator to OnboardingBPEServiceUser group**

Answer: D

NEW QUESTION # 41

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

Note: There are 2 correct answers to this question.

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

Answer: B,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 # 42

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- A. **Assign the Onboarding Initiate Permission to designated users in Recruiting Management**
- B. Modify the Onboarding templates in Recruiting Management
- C. Map the desired fields using the Onboarding Integration Setup tool in Admin Center
- D. **Modify the Onboarding Feature Permission on job requisition template XML files**
- E. **Define the applicant status set for Onboarding in Recruiting Management**

Answer: A,D,E

NEW QUESTION # 43

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