

C-THR97-2505 Reliable Exam Pdf - Relevant C-THR97-2505 Questions



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The C-THR97-2505 exam is highly competitive and acing it is not a piece of cake for majority of the people. It requires a great skill set and deep knowledge C-THR97-2505 Exam Questions. An aspirant achieving SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C-THR97-2505) certificate truly reflects his hard work and consistent struggle. These C-THR97-2505 exam practice test a person's true capacities and passing it requires extensive knowledge of each C-THR97-2505 topic.

SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 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	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	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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q27-Q32):

NEW QUESTION # 27

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

Answer: D

Explanation:

Reference:

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

NEW QUESTION # 28

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Document Flow
- B. Additional Data Collection
- C. Personal Data Collection
- D. Compliance Forms

Answer: B,D

NEW QUESTION # 29

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By integrating with SAP SuccessFactors Recruiting Management
- B. By importing a CSV file through Integration Center
- C. By integrating with an external applicant tracking system
- D. By using Add New Hire to Onboarding in Admin Center

- E. By importing a CSV file in Admin Center

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 30

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. OnboardingBPEAdmin
- C. OnboardingBPEServiceUser
- D. SAP_ONB2_RehireCoordinator

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION # 31

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. New Hire Verification
- B. New Employee
- C. Compliance Forms
- D. Create New Hire Tasks
- E. Additional Onboarding Data Collection

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 32

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