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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 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.
Topic 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q17-Q22):

NEW QUESTION # 17

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Configure additional tasks in the dashboard
- **B. Create role-based permissions to access new hire tasks**
- C. Configure the Select Onboarding Task Configuration business rule
- **D. Create an Onboarding program to assign tasks**

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating and Assigning Onboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Configuration in Onboarding"

NEW QUESTION # 18

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign User ID
- B. DocuSign Account Username
- C. DocuSign Account Password
- D. DocuSign API Account ID

Answer: A,D

NEW QUESTION # 19

What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hireable
- B. None
- C. Initiate Onboarding
- D. Hired

Answer: A

NEW QUESTION # 20

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 21

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Create a responsible group for rehire coordinators
- B. Identify the data used to match records using the Hire/Rehire Configuration object
- C. Assign the Rehire Inactive Employee permission
- D. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- E. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group

Answer: B,C,D

NEW QUESTION # 22

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