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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q12-Q17):

NEW QUESTION # 12
What are some benefits of the SAP SuccessFactors Onboarding solution?
Note: There are 2 correct answers to this question.

- A. It positively impacts employee engagement, productivity, and retention
- B. It provides a unified experience across Onboarding and other HCM modules
- C. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- D. It shares a common data structure with SAP SuccessFactors Employee Central

Answer: A,C

NEW QUESTION # 13
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 # 14
If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- A. The Onboarding Administrator will be considered as responsible owner
- B. The HR Manager will be considered as responsible owner
- C. The Recruiter will be considered as responsible owner
- D. The Hiring Manager will be considered as responsible owner

Answer: D

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Assignment in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Responsibilities"

NEW QUESTION # 15
What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?
Note: There are 3 correct answers to this question.

- A. First Name, Last Name
- B. Date of Birth
- C. First Name, Middle Name, Last Name
- D. National ID
- E. First Name, Last Name, Date of Birth

Answer: A,D,E

NEW QUESTION # 16
Which RBP permissions allow a user to rehire an onboardee?
Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee (by 'match' in New Hire)
- B. Rehire Inactive Employee with New Employment (by 'match' in New Hire)
- C. Rehire Inactive Employee
- D. Rehire Inactive Employee with New Employment

Answer: B,C

NEW QUESTION # 17

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You can write down your doubts or any other question of our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding test questions. We warmly welcome all your questions. Our online workers are responsible for solving all your problems with twenty four hours service. You still can enjoy our considerate service after you have purchased our C_THR97_2505 test guide. If you don't know how to install the study materials, our professional experts can offer you remote installation guidance. Also, we will offer you help in the process of using our C_THR97_2505 Exam Questions. Also, if you have better suggestions to utilize our study materials, we will be glad to take it seriously. All of our assistance is free of charge. We are happy that our small assistance can change you a lot. You don't need to feel burdened. Remember to contact us!

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