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## SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

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

### NEW QUESTION # 17

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual process restart
- B. Data captured from the onboarding process will be replaced by data from Recruiting
- C. Data captured from the onboarding process can be retained after a manual or automatic process restart
- D. Data captured from the onboarding process can be retained after an automatic process restart**

**Answer: D**

### NEW QUESTION # 18

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Enable Archive & Print in Provisioning
- B. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- C. Create a scheduled batch job from Provisioning that archives the Offboarding tasks**
- D. Create a business rule that identifies the Offboarding tasks to archive**

**Answer: C,D**

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

### NEW QUESTION # 19

Which data model contains job-related data about an employee, such as compensation data?

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

**Answer: D**

Explanation:

Reference:

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

### NEW QUESTION # 20

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions
- B. Customers can grant access to the dashboard to partners
- C. Customers can use the dashboard in the dev, test, and production tenants
- D. It can be accessed by using SAP For Me

**Answer: B,D**

Explanation:

Reference:

SAP SuccessFactors Clean Core Guide, Section: "Clean Core Dashboard Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Managing Clean Core Operations"

## NEW QUESTION # 21

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Assign onboardees or new hires to specific meetings
- B. Update the compliance metadata records
- C. Synchronize metadata objects to the database
- D. Update onboarding and offboarding process flows
- E. Archive the tasks of onboarding and offboarding processes

**Answer: B,C,D**

## NEW QUESTION # 22

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