

2026 C-THR97-2505 Valuable Feedback | Reliable 100% Free New SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Test Preparation



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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

Topic 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q21-Q26):

NEW QUESTION # 21

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Add an HRIS element in the user data file
- B. Set up role-based permissions
- C. Set rule SAP_ONB2_HMReviewCheck to True
- D. Create a custom HRIS element as an MDF object

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

NEW QUESTION # 22

How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services
- B. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates
- C. Map the field names on the document template to fields defined in Onboarding
- D. Add field names on the content of the document template
- E. Create a document template using Document Generation

Answer: A,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tokens in Email Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Customization"

NEW QUESTION # 23

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding activity
- B. To define who can complete both offboarding and onboarding tasks
- C. To define who completes each offboarding program
- D. To define who completes each offboarding task

Answer: D

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 24

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Configure the Onboarding data model
- B. Import Employee Data using Integration Center or OData APIs
- C. Create an export of new hire data using Integration Center or OData APIs
- D. Create an export of new hire data using only a middleware system
- E. Configure all the Event Reasons

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Onboarding Integrations"

NEW QUESTION # 25

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

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

Answer: A

Explanation:

Reference:

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

NEW QUESTION # 26

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