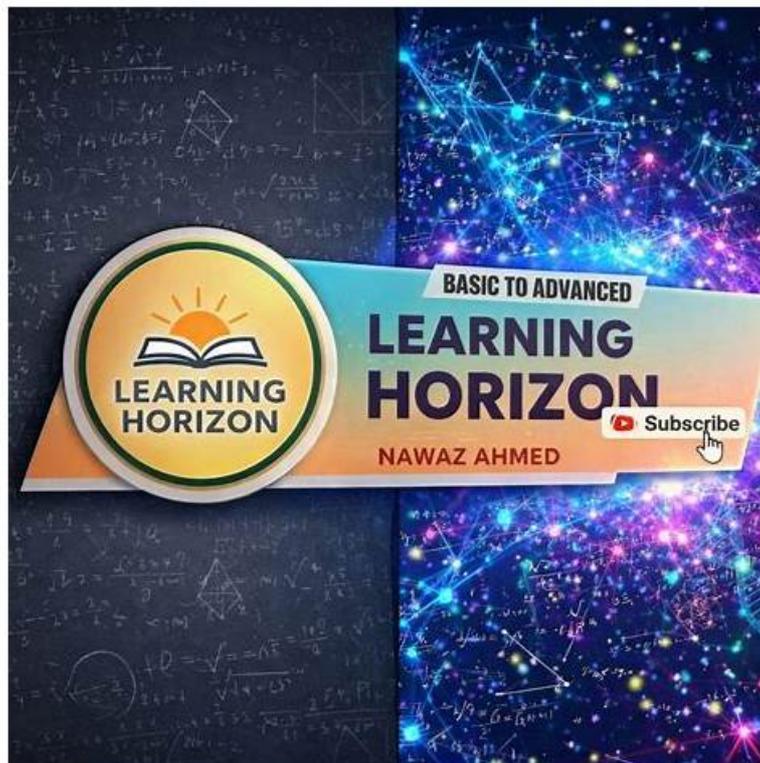


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SAP C_THR97_2505 Exam Syllabus Topics:

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"> 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	<ul style="list-style-type: none"> • 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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

NEW QUESTION # 53

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- **A. Link the custom MDF object to the custom task**
- B. Create a UI in Manage Configuration UI for the custom MDF object
- C. Configure the visibility of the custom MDF object
- **D. Create a custom MDF object**

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Creating Custom Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Configuration"

NEW QUESTION # 54

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- **A. Create new email templates with business and locale-specific rules content**
- **B. Configure reminder notifications to control the frequency of reminder messages**
- C. Trigger an onboarding task
- **D. Attach documents to email notifications**
- E. Delete a preconfigured email template

Answer: A,B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Email Services Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Configuration"

NEW QUESTION # 55

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

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

Answer: B

Explanation:

Reference:

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

NEW QUESTION # 56

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- **A. ONB2_InternalHire_Configuration**
- B. ONB2_Initiate_Offboarding_Configuration
- **C. ONB2_PreDay1AccessCheck**
- **D. ONB2_ProcessClosurePeriodConfig**
- E. ONB2_Select_Onboarding_Task_Configuration

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Predefined Business Rules for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Business Rule Configuration"

NEW QUESTION # 57

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- **A. ONB2_CustomDataCollectionCheck**
- B. ONB2_InternalHire_Configuration
- C. ONB2_PreDay1AccessCheck
- **D. ONB2_ECDataCollectionCheck**
- **E. ONB2_HMReviewCheck**

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Data Collection Automation"

NEW QUESTION # 58

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