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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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.

SAP C_THR97_2505 New Study Plan: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding - Pass4suresVCE Help you Prepare Efficiently

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q51-Q56):

NEW QUESTION # 51

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Solution:

Here are the **two correct permissions** needed to upload a new document template and assign signature placeholders in SAP SuccessFactors Onboarding, based on the official guidance:

- **A. Manage Document Template**
  This permission allows administrators to upload and maintain new document templates (PDF/XDP files) from **Admin Center → Tools → On/Offboarding → Maintain Onboarding and Offboarding Document Templates**.

- **B. Manage Document Template Mapping**
  This permission enables mapping fields and signature placeholders within the template to system data and defines which roles (e.g., onboardee, manager) sign were.

✅ **Correct Answers: A and B** — without these permissions, you cannot upload document templates or configure the signature roles.

Sources

Reference: https://learning.sap.com/

Note: There are 2 correct answers to this question.

- A. Manage Document Template
- B. Manage Documents
- C. Manage Document Template Mapping
- D. Manage Document Visibility

Answer: A,B

NEW QUESTION # 52

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure Offboarding programs

- B. Ability to configure Offboarding email templates
- C. Ability to configure the Offboarding process
- D. Ability to manage Offboarding content

Answer: A

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Configuration" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Program Setup"

NEW QUESTION # 53
Which of the following are predefined business rules for Onboarding?
Note: There are 3 correct answers to this question.

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

Answer: A,B,E

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

NEW QUESTION # 54
What are the prerequisites for creating Onboarding tasks?
Note: There are 2 correct answers to this question.

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

Answer: A,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 # 55
Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?
Note: There are 2 correct answers to this question.

- A. Data coming from the Add New Hire to Onboarding tool
- B. Data captured during the Personal Data Collection/Paperwork step
- C. Data from the applicant tracking system
- D. Data captured during the Review New Hire Data step

Answer: B,C

NEW QUESTION # 56

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