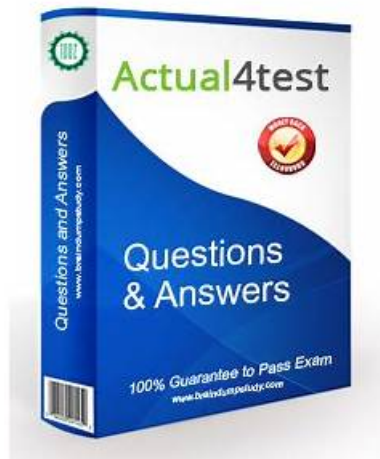


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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q66-Q71):

NEW QUESTION # 66

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. New Employee
- B. New Hire Verification
- C. Compliance Forms
- D. Additional Onboarding Data Collection
- E. Create New Hire Tasks

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 67

What scheduled job type do you create so new hires become internal users?

- A. External to Internal Candidate Profile Conversion
- B. New Hire Export
- C. OnStartDateStatusChange
- D. ConvertExternalUserOnStartDateJob

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION # 68

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Document Signature
- **B. Consent**
- **C. Signature**
- D. Sign Document

Answer: B,C

NEW QUESTION # 69

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

- **A. Succession Data Model**
- B. Corporate Data Model
- C. Country-Specific Succession Data Model
- D. Country-Specific Corporate 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 # 70

Which business rule allows the offboarder to edit their personal information?

- A. ONB2SelectOffboardingActivitiesConfig
- B. ONB2ResponsibilityConfig
- C. ONB2_OFB_ManagerReviewCheck
- **D. ONB2_OFB_EmployeeReviewCheck**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Business Rules for Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 71

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