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## SAP C\_THR97\_2505 SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

**Questions & Answers PDF**  
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### SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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>• <b>Role-Based Permissions for Onboarding and Offboarding:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Onboarding Process and Compliance Settings:</b> 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>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Rehire Process with Onboarding:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Essential Features and Provisioning Settings to Enable Onboarding:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Offboarding Process:</b> 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q44-Q49):

### NEW QUESTION # 44

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

**Answer: A,D**

### NEW QUESTION # 45

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\_PreDay1AccessCheck
- 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 # 46**

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- **A. Document generation and e-signature**
- B. Global reassignment of employees
- **C. External HRIS integration with internal hire process**
- **D. Data collection of new hire personal information**
- E. Management of contingent workers

**Answer: A,C,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

#### **NEW QUESTION # 47**

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

Note: There are 2 correct answers to this question.

- **A. Create a custom MDF object**
- **B. Define a business rule for the custom task**
- C. Create email notifications for the custom task
- D. Create a UI using the UI Template Editor

**Answer: A,B**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tasks in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Creation and Business Rules"

#### **NEW QUESTION # 48**

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

**Answer: A,B,C**

Explanation:

Reference:

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

