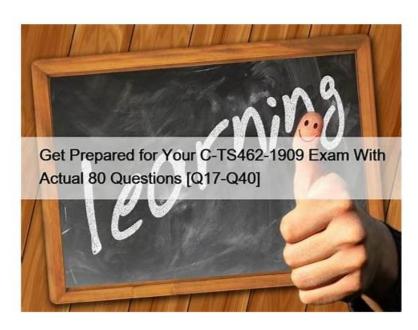
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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Торіс 1	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 2	 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 3	Document Template Management and Email Notifications: This domain is aimed at a Communications Coordinator and covers managing document templates used during onboarding, including employing esignature functionality, as well as configuring email notification services to keep stakeholders informed throughout the onboarding activities.
Topic 4	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 5	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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q26-Q31):

NEW QUESTION #26

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

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

Answer: C

Explanation:

Reference:

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

NEW QUESTION #27

Which permission roles are created for Onboarding by default in SAP SuccessFactors? Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. SAP ONB2 RehireCoordinator
- C. OnboardingBPEAdmin
- D. OnboardingBPEServiceUser

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION #28

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS? Note: There are 2 correct answers to this question.

- A. Internal hire from transferring employees
- B. Process restart for new hires

- C. Onboarding for new hires
- D. Offboarding for terminating employees

Answer: A,C

NEW QUESTION #29

What standard business rules drive the data collection processes in Onboarding? Note: There are 3 correct answers to this question.

- A. ONB2 InternalHire Configuration
- B. ONB2 CustomDataCollectionCheck
- C. ONB2 ECDataCollectionCheck
- D. ONB2 PreDay1AccessCheck
- E. ONB2_HMReviewCheck

Answer: B,C,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 #30

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps? Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Manage Workflows
- C. Employee Central API
- D. Employee Central Effective Dated Entities

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Role-Based Permissions for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection Permissions"

NEW QUESTION #31

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