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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q57-Q62):

NEW QUESTION #57

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps? Note: There are 2 correct answers to this question.

- A. SAP_ONB2_DataCollectionConfigSelect
- B. SAP_ONB2_ECDataCollectionCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP ONB2 HMReviewCheck

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION #58

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Manage Permission Roles > Metadata Framework
- B. Go to Admin Center > Configure Business Rules > Activate Rule ONB2 CustomDataCollectionCheck
- C. Go to Admin Center > Configure Object Definitions
- D. Go to Admin Center > Manage Business Configuration

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

NEW QUESTION #59

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

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

Answer: B

Explanation:

Reference:

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

NEW QUESTION #60

What are the standard Offboarding process steps? Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Additional Data Collection
- C. Document Flow
- D. Employee Review
- E. Manager Review

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION #61

How can you make new hire Company Documents visible to onboarding participants?

- A. Provide permission to the SuccessFactors Document Management System
- B. Create a custom card on the homepage and insert a document link on the content
- C. Provide permission for Manage Documents
- D. Define business rules for the document templates

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Document Visibility" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Management and Permissions"

NEW QUESTION #62

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