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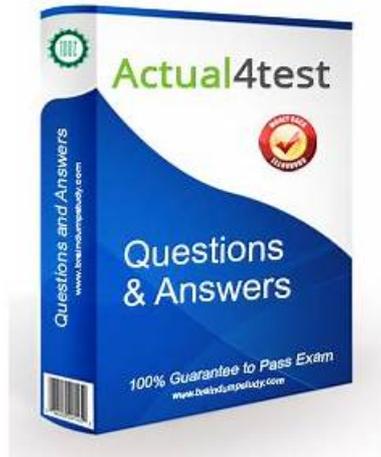
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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q32-Q37):

NEW QUESTION # 32
What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hireable
- B. Initiate Onboarding
- C. None
- D. Hired

Answer: A

NEW QUESTION # 33
How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- B. Add the administrator to OnboardingBpeAdmin group
- C. Add the administrator to OnboardingBPEServiceUser group

- D. Add the Process Management permission to the Onboarding administrator role

Answer: C

NEW QUESTION # 34
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 # 35
Which permission roles are created for Onboarding by default in SAP SuccessFactors?
Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. OnboardingExternalUser
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingBPEServiceUser

Answer: A,B

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 # 36
Who should be provided role-based permissions to perform Offboarding?
Note: There are 3 correct answers to this question.

- A. External employees
- B. Manager
- C. Administrator
- D. Contingent workers
- E. All employees

Answer: B,C,E

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

NEW QUESTION # 37
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