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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	• 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 4	• 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 5	• 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 6	• 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 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 (Q38-Q43):

NEW QUESTION # 38
How can you create a custom task for an onboarding program?
Note: There are 2 correct answers to this question.

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

Answer: C,D

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 # 39
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

- A. By importing a CSV file in Admin Center
- B. By integrating with SAP SuccessFactors Recruiting Management
- C. By importing a CSV file through Integration Center
- D. By using Add New Hire to Onboarding in Admin Center
- E. By integrating with an external applicant tracking system

Answer: B,D,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 40
Which RBP permissions allow a user to rehire an onboardee?

Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee
- B. Rehire Inactive Employee (by 'match' in New Hire)
- C. Rehire Inactive Employee with New Employment (by 'match' in New Hire)
- D. Rehire Inactive Employee with New Employment

Answer: A,C

NEW QUESTION # 41

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

- A. Add the Process Management permission to the Onboarding administrator role
- B. Add the administrator to OnboardingBpeAdmin group
- C. Add the administrator to OnboardingBPEServiceUser group
- D. Add the administrator to SAP_ONB2_ErrorFlowAdmins group

Answer: C

NEW QUESTION # 42

How can you grant Onboarding access to the future manager of an internal hire?
Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions
- B. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors
- C. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group
- D. Create a Role-Based Permission role for the internal hire's future manager, add necessaryonboarding permissions, and assign the role to a future manager Role-Based Permission group

Answer: B,C

NEW QUESTION # 43

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