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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	• 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 3	• 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 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	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q29-Q34):

NEW QUESTION # 29
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 > Manage Business Configuration
- C. Go to Admin Center > Configure Object Definitions
- D. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck

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

Answer: A,C

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
Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

Explanation:
Reference:
SAP SuccessFactors Integration Guide, Section: "Exploring APIs in SAP Business Accelerator Hub" SAP SuccessFactors Onboarding Study Guide, Topic: "API Integration for Onboarding"

NEW QUESTION # 32
What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. JobClassificationCountry
- B. CustomPayType
- C. userAccountInfo
- D. CountrySpecificValidationConfiguration
- E. personalInfo

Answer: A,D,E

NEW QUESTION # 33
Which of the following API types does SAP recommend to use to achieve clean core integrations?
Note: There are 2 correct answers to this question.

- A. OData
- B. IDoc
- C. RFC
- D. SOAP

Answer: A,D

Explanation:
Reference:
SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION # 34
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