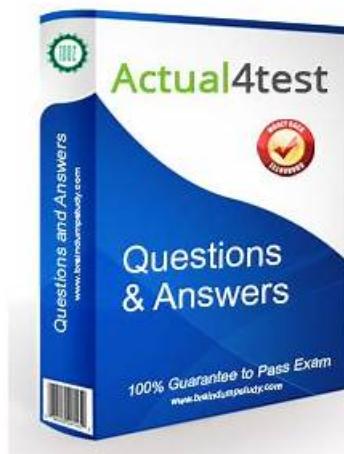# Passing C_THR97_2505 Exam Prep Materials - C_THR97_2505 Valid Braindumps - Actual4Exams

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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	- 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 5	- 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 6	- 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 7	- 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q46-Q51):

NEW QUESTION # 46
What are the steps required to auto-archive Offboarding tasks?
Note: There are 2 correct answers to this question.

- A. Enable Archive & Print in Provisioning
- B. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- C. Create a business rule that identifies the Offboarding tasks to archive
- D. Create a scheduled batch job from Provisioning that archives the Offboarding tasks

Answer: C,D

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

NEW QUESTION # 47
How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?
Note: There are 2 correct answers to this question.

- A. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- B. Add the business rule to the Onboarding Configuration in Manage Data
- C. Enable the Employment Profile Selection API
- D. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template

Answer: A,B

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Employment Profile Selection" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire and Transfer Configuration"

NEW QUESTION # 48
What scheduled job type do you create so new hires become internal users?

- A. ConvertExternalUserOnStartDateJob
- B. New Hire Export
- C. External to Internal Candidate Profile Conversion
- D. OnStartDateStatusChange

Answer: A

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION # 49
Which permission roles are created for Onboarding by default in SAP SuccessFactors?
Note: There are 2 correct answers to this question.

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

Answer: C,D

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 # 50
Which role-based permissions apply only to Offboarding?
Note: There are 2 correct answers to this question.

- A. Asset Task
- B. Document Flow
- C. Knowledge Transfer Plan
- D. Meeting Task

Answer: A,C

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Offboarding-Specific Permissions" SAP SuccessFactors
Onboarding Study Guide, Topic: "Role-Based Permissions for Offboarding"

NEW QUESTION # 51
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