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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q56-Q61):

NEW QUESTION # 56

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

- **A. Succession Data Model**
- B. Country-Specific Succession Data Model
- C. Country-Specific Corporate Data Model
- D. 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 # 57

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- **A. To create a transfer event and update the employee profile record**
- B. To send data from Recruiting Management to Onboarding
- C. To initiate the internal hire process using the transfer event
- D. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 58

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- **A. Consent**
- B. Document Signature
- C. Sign Document
- **D. Signature**

Answer: A,D

NEW QUESTION # 59

You have configured custom data collection and uploaded the forms in Maintain Onboarding and Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Create a business rule
- **B. Select the fields from the MDF custom object in the Target Field column**
- **C. Choose the MDF custom object as the base object**
- D. Select Rule in the Mapping Type column
- **E. Select Direct in the Mapping Type column**

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Mapping Document Fields to Custom Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Template Management"

NEW QUESTION # 60

Which onboarding processes are supported by the function automatic hiring in Onboarding?

Note: There are 3 correct answers to this question.

- **A. Regular Hire**
- B. Global Assignment
- **C. Rehire**
- D. Concurrent Employment
- **E. Rehire with New Employment**

Answer: A,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Automatic Hiring in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Supported Onboarding Processes"

NEW QUESTION # 61

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