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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<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.
Topic 3	<ul style="list-style-type: none">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	<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 5	<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 6	<ul style="list-style-type: none">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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q24-Q29):

NEW QUESTION # 24

Which permission allows participants to cancel the Onboarding processes?

- A. Configure Object Definitions
- B. **Cancel Onboarding Permission**
- C. Process
- D. Process Trigger

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Process Management" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 25

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. **HR Manager**
- B. **Onboardee**
- C. **Future Manager**
- D. Matrix Manager
- E. Second Manager

Answer: A,B,C

NEW QUESTION # 26

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It shares a common data structure with SAP SuccessFactors Employee Central
- B. It provides a unified experience across Onboarding and other HCM modules
- C. **It positively impacts employee engagement, productivity, and retention**
- D. **It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)**

Answer: C,D

NEW QUESTION # 27

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?

Note: There are 3 correct answers to this question.

- A. **First Name, Last Name**
- B. **First Name, Last Name, Date of Birth**
- C. **National ID**
- D. **First Name, Middle Name, Last Name**
- E. **Date of Birth**

Answer: A,B,C

NEW QUESTION # 28

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- **A. The check is performed when Onboarding is initiated**
- B. The check is performed at the Review New Hire Data step
- C. The check is performed during Manage Pending Hires
- **D. The check is performed after the Personal Data Collection step is completed**

Answer: A,D

NEW QUESTION # 29

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