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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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"> • 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	<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 6	<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 7	<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 (Q13-Q18):

NEW QUESTION # 13

Why would you set permissions for each type of Offboarding task?

- **A. To define who completes each offboarding task**
- B. To define who completes each offboarding program
- C. To define who completes each offboarding activity
- D. To define who can complete both offboarding and onboarding tasks

Answer: A

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 14

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- **A. Create New Hire Tasks**
- **B. Additional Onboarding Data Collection**
- **C. Compliance Forms**
- D. New Hire Verification
- E. New Employee

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 15

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

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

Answer: C

Explanation:

Reference:

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

NEW QUESTION # 16

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Rehire Inactive Employee
- B. Manage Business Configuration
- C. Manage Configuration UI
- D. Manage Data

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 17

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Archive the tasks of onboarding and offboarding processes
- B. Synchronize metadata objects to the database
- C. Update onboarding and offboarding process flows
- D. Assign onboardees or new hires to specific meetings
- E. Update the compliance metadata records

Answer: B,C,E

NEW QUESTION # 18

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