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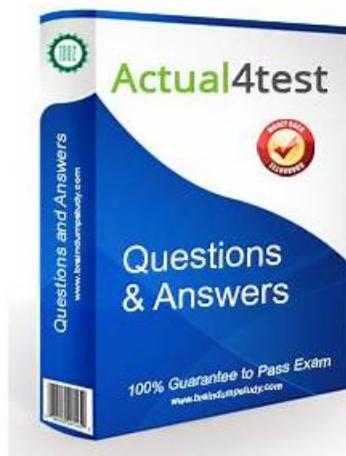
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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q20-Q25):

NEW QUESTION # 20
Which object permissions are used for embedded signatures?
Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 21
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 Configuration UI
- C. Manage Data
- D. Manage Business Configuration

Answer: C

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

NEW QUESTION # 22
In which Onboarding process step do you use the Onboarding data model?
Note: There are 2 correct answers to this question.

- A. Manage Pending Hires
- B. Review New Hire Data
- C. Personal Data Collection
- D. Additional Onboarding Data Collection

Answer: B,C

NEW QUESTION # 23

What actions do you need to take to use the UI for a custom data collection object in the Additional Data Collection step?
Note: There are 3 correct answers to this question.

- A. Go to Admin Center > Manage Configuration UI
- B. Create a configuration UI object with a specified ID
- C. Enable the Admin Configuration tool in Provisioning
- D. Enable Intelligent Services
- E. Use a business rule for the object's visibility

Answer: A,B,D

NEW QUESTION # 24

How is mobile functionality supported with Onboarding?

- A. Through the SAP SuccessFactors app only
- B. Through mobile browsers only
- C. Through mobile browsers and the SAP SuccessFactors app
- D. Through Admin Center Mobile access only

Answer: B

NEW QUESTION # 25

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