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## SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Role-Based Permissions for Onboarding and Offboarding:</b> 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Document Template Management and Email Notifications:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Offboarding Process:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Essential Features and Provisioning Settings to Enable Onboarding:</b> 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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q82-Q87):

### NEW QUESTION # 82

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Add an HRIS element in the user data file
- **B. Set rule SAP\_ONB2\_HMReviewCheck to True**
- C. Create a custom HRIS element as an MDF object
- **D. Set up role-based permissions**

**Answer: B,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

### NEW QUESTION # 83

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?

Note: There are 3 correct answers to this question.

- A. personInfo
- **B. personallInfo**
- **C. jobInfo**
- **D. employmentInfo**
- E. compInfo

**Answer: B,C,D**

#### NEW QUESTION # 84

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?

Note: There are 3 correct answers to this question.

- A. CountrySpecificValidationConfiguration
- B. personallInfo
- C. JobClassificationCountry
- D. userAccountInfo
- E. CustomPayType

**Answer: A,B,C**

#### NEW QUESTION # 85

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

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

**Answer: B**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

#### NEW QUESTION # 86

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners
- B. It can be used in all SAP S/4HANA Cloud editions
- C. Customers can use the dashboard in the dev, test, and production tenants
- D. It can be accessed by using SAP For Me

**Answer: A,D**

Explanation:

Reference:

SAP SuccessFactors Clean Core Guide, Section: "Clean Core Dashboard Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Managing Clean Core Operations"

#### NEW QUESTION # 87

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