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### **SAP C\_THR97\_2505 Exam Syllabus Topics:**

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Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Integrations with Onboarding:</b> 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.</li> </ul>
Topic 2	<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 3	<ul style="list-style-type: none"> <li>• <b>Onboarding Data Model and Custom Data Collection:</b> 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.</li> </ul>
Topic 4	<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 5	<ul style="list-style-type: none"> <li>• <b>Rehire Process with Onboarding:</b> 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.</li> </ul>
Topic 6	<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>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Onboarding Process and Compliance Settings:</b> 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q25-Q30):

### NEW QUESTION # 25

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

Note: There are 2 correct answers to this question.

- A. Qualtrics collects the new hire experiences and reports the results
- B. Onboarding collects the new hire experiences and Qualtrics reports the results
- C. Offboarding collects the exit survey information and Qualtrics reports the results
- D. Qualtrics collects the exit survey information and reports the results

**Answer: A,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding and Offboarding Integration Guide, Section: "Integration with Qualtrics for Lifecycle Surveys"

SAP SuccessFactors Onboarding Study Guide, Topic: "Survey Integration with Qualtrics"

### NEW QUESTION # 26

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure Offboarding programs
- B. Ability to configure Offboarding email templates
- C. Ability to configure the Offboarding process
- D. Ability to manage Offboarding content

**Answer: A**

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Configuration" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Program Setup"

#### **NEW QUESTION # 27**

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Import Employee Data using Integration Center or OData APIs
- B. Configure all the Event Reasons
- C. Configure the Onboarding data model
- D. Create an export of new hire data using only a middleware system
- E. Create an export of new hire data using Integration Center or OData APIs

**Answer: A,C,E**

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Onboarding Integrations"

#### **NEW QUESTION # 28**

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

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

**Answer: D**

Explanation:

Reference:

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

#### **NEW QUESTION # 29**

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

**Answer: A,B,E**

## NEW QUESTION # 30

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