

C-THR97-2505 - Marvelous SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Reliable Test Answers



SAP CERTIFICATION

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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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	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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q47-Q52):

NEW QUESTION # 47

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_PreDay1AccessCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_DataCollectionConfigSelect
- D. SAP_ONB2_ECDataCollectionCheck

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION # 48

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

Answer: A,C,D

Explanation:

Reference:

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

NEW QUESTION # 49

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By using Add New Hire to Onboarding in Admin Center
- B. By integrating with SAP SuccessFactors Recruiting Management
- C. By importing a CSV file through Integration Center
- D. By integrating with an external applicant tracking system
- E. By importing a CSV file in Admin Center

Answer: A,B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 50

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Assign the Rehire Inactive Employee permission
- B. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- C. Identify the data used to match records using the Hire/Rehire Configuration object
- D. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- E. Create a responsible group for rehire coordinators

Answer: A,B,C

NEW QUESTION # 51

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_Initiate_Offboarding_Configuration
- B. ONB2_InternalHire_Configuration
- C. ONB2_Select_Onboarding_Task_Configuration
- D. ONB2_ProcessClosurePeriodConfig
- E. ONB2_PreDay1AccessCheck

Answer: B,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Predefined Business Rules for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Business Rule Configuration"

NEW QUESTION # 52

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