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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q52-Q57):

NEW QUESTION # 52
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. personalInfo
- B. jobInfo
- C. compInfo
- D. employmentInfo
- E. personInfo

Answer: A,B,D

NEW QUESTION # 53
What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding?Note: There are 3 correct answers to this question.

- A. intelligent Services
- B. Business Process Engine
- C. SAP ERP Integration
- D. Employee Central V2
- E. DocuSign Adaptor

Answer: A,B,C

NEW QUESTION # 54
In the internal hire process, why would you use the EmpJob API to update the employee profile?

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

Answer: B

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

NEW QUESTION # 55
Who should be provided role-based permissions to perform Offboarding?
Note: There are 3 correct answers to this question.

- A. Manager

- B. All employees
- C. Contingent workers
- D. Administrator
- E. External employees

Answer: A,B,D

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Roles" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Permissions Assignment"

NEW QUESTION # 56
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

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

Answer: A,C,D

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

NEW QUESTION # 57
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