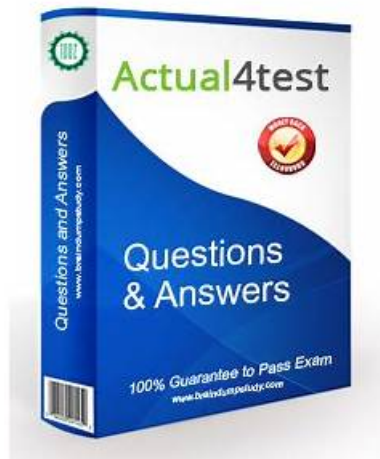


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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.

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	• 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 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	• 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 6	• 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 (Q46-Q51):

NEW QUESTION # 46

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a UI in Manage Configuration UI for the custom MDF object
- **B. Link the custom MDF object to the custom task**
- **C. Create a custom MDF object**
- D. Configure the visibility of the custom MDF object

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Creating Custom Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Configuration"

NEW QUESTION # 47

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. Offboarding Process Restarted
- B. Offboarding Cancelled
- C. Resignation Approval Message to Employee
- D. Announce Termination Message
- E. Offboarding Exit Interview Scheduling

Answer: B,C,D

NEW QUESTION # 48

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

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

Answer: B

Explanation:

Reference:

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

NEW QUESTION # 49

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- A. Modify the Onboarding Feature Permission on job requisition template XML files
- B. Modify the Onboarding templates in Recruiting Management
- C. Assign the Onboarding Initiate Permission to designated users in Recruiting Management
- D. Define the applicant status set for Onboarding in Recruiting Management
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center

Answer: A,C,D

NEW QUESTION # 50

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- A. Manage Workflows
- B. Employee Central API
- C. Employee Central Effective Dated Entities
- D. Employee Data

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Role-Based Permissions for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection Permissions"

NEW QUESTION # 51

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