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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 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 3	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q77-Q82):

NEW QUESTION # 77

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

Answer: B,C,E

Explanation:

Reference:

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

NEW QUESTION # 78

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck
- B. Go to Admin Center > Manage Business Configuration
- **C. Go to Admin Center > Configure Object Definitions**
- D. Go to Admin Center > Manage Permission Roles > Metadata Framework

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

NEW QUESTION # 79

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. OData
- D. SOAP

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION # 80

What type of status should a candidate be in to successfully initiate Onboarding?

- A. Initiate Onboarding
- B. None
- C. Hireable
- D. Hired

Answer: C

NEW QUESTION # 81

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. Configure the Onboarding data model
- D. Configure all the Event Reasons
- 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 # 82

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