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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Essential Features and Provisioning Settings to Enable Onboarding: 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.
Topic 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q45-Q50):

NEW QUESTION # 45

How can you make new hire Company Documents visible to onboarding participants?

- **A. Provide permission for Manage Documents**
- B. Create a custom card on the homepage and insert a document link on the content
- C. Provide permission to the SuccessFactors Document Management System
- D. Define business rules for the document templates

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Document Visibility" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Management and Permissions"

NEW QUESTION # 46

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 Data**
- **D. Employee Central Effective Dated Entities**

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 # 47

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingBPEServiceUser
- B. OnboardingBPEAdmin
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingExternalUser

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION # 48

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a business rule that identifies the Offboarding tasks to archive
- B. Enable Archive & Print in Provisioning
- C. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- D. Create a scheduled batch job from Provisioning that archives the Offboarding tasks

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

NEW QUESTION # 49

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Additional Onboarding Data Collection
- C. Manage Pending Hires
- D. Review New Hire Data

Answer: A,D

NEW QUESTION # 50

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