

C-THR97-2505 Study Reference - C-THR97-2505 Exam Forum



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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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 3	<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.
Topic 4	<ul style="list-style-type: none">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.

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Quiz 2026 SAP C-THR97-2505: The Best SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Study Reference

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q66-Q71):

NEW QUESTION # 66

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Solution:

Here are the **two correct permissions** needed to upload a new document template and assign signature placeholders in SAP SuccessFactors Onboarding, based on the official guidance:

- **A. Manage Document Template**
This permission allows administrators to upload and maintain new document templates (PDF/XDP files) from **Admin Center → Tools → On/Offboarding → Maintain Onboarding and Offboarding Document Templates**.
- **B. Manage Document Template Mapping**
This permission enables mapping fields and signature placeholders within the template to system data and defines which roles (e.g., onboarder, manager) sign were.

✓ **Correct Answers: A and B** — without these permissions, you cannot upload document templates or configure the signature roles.



Reference: <https://learning.sap.com/>



Note: There are 2 correct answers to this question.

- A. Manage Documents
- B. Manage Document Template Mapping
- C. Manage Document Template
- D. Manage Document Visibility

Answer: A,C

NEW QUESTION # 67

What features do the jobs that replaced the BizX Daily Rules Processing Batch perform for Onboarding?

Note: There are 3 correct answers to this question.

- A. Update onboarding and offboarding process flows
- B. Synchronize metadata objects to the database
- C. Assign onboarders or new hires to specific meetings
- D. Archive the tasks of onboarding and offboarding processes
- E. Update the compliance metadata records

Answer: A,B,E

NEW QUESTION # 68

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

Answer: B,C

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 # 69

If a responsibility group is NOT assigned to an Offboarding task, who will be assigned by default?

- A. The Recruiter will be considered as responsible owner
- **B. The Hiring Manager will be considered as responsible owner**
- C. The Onboarding Administrator will be considered as responsible owner
- D. The HR Manager will be considered as responsible owner

Answer: B

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Assignment in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Responsibilities"

NEW QUESTION # 70

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- **A. Set up role-based permissions**
- B. Create a custom HRIS element as an MDF object
- C. Add an HRIS element in the user data file
- **D. Set rule SAP_ONB2_HMReviewCheck to True**

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

NEW QUESTION # 71

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