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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	• 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	• 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	• 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 (Q36-Q41):

NEW QUESTION # 36
Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

Explanation:
Reference:
SAP SuccessFactors Integration Guide, Section: "Exploring APIs in SAP Business Accelerator Hub" SAP SuccessFactors Onboarding Study Guide, Topic: "API Integration for Onboarding"

NEW QUESTION # 37
Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding activity
- B. To define who completes each offboarding task
- C. To define who completes each offboarding program
- D. To define who can complete both offboarding and onboarding tasks

Answer: B

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 38
What are the prerequisites for creating Onboarding tasks?
Note: There are 2 correct answers to this question.

- A. Configure the Select Onboarding Task Configuration business rule
- B. Configure additional tasks in the dashboard
- C. Create role-based permissions to access new hire tasks
- D. Create an Onboarding program to assign tasks

Answer: C,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating and Assigning Onboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Configuration in Onboarding"

NEW QUESTION # 39
What is an Offboarding program?

- A. Both predefined and custom tasks completed by the manager and exiting employee
- B. Custom tasks that are completed by the manager and exiting employee
- C. Predefined tasks that are completed by the manager and exiting employee
- D. A list of exit survey questions completed by the exiting employee

Answer: C

NEW QUESTION # 40
How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate with SAP SuccessFactors Employee Central
- B. Manually start the process within Offboarding
- C. Integrate from an external HRIS
- D. Mass import with a CSV file

Answer: A

NEW QUESTION # 41
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