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C_THR97_2505 Question



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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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 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	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 5	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 (Q47-Q52):

NEW QUESTION # 47

Which of the following can you use to explore released APIs?

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

Answer: B

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 # 48

What are some SAP-recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- **A. Establish release management**
- **B. Establish an organizational structure, technical foundation, and transformation methodology for clean core**
- **C. Define roles and responsibilities as part of a process transformation office**
- D. Integrate clean core practices in the end-to-end value process chain
- E. Establish regular housekeeping tasks and procedures

Answer: A,B,C

NEW QUESTION # 49

Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?

Note: There are 2 correct answers to this question.

- A. Data coming from the Add New Hire to Onboarding tool
- B. Data captured during the Review New Hire Data step
- **C. Data from the applicant tracking system**
- **D. Data captured during the Personal Data Collection/Paperwork step**

Answer: C,D

NEW QUESTION # 50

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

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

Answer: A,C,D

NEW QUESTION # 51

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

Answer: B,D,E

Explanation:

Reference:

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

NEW QUESTION # 52

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