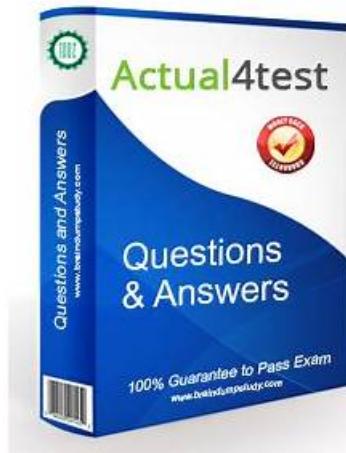


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SAP C_THR97_2505 Exam Syllabus Topics:

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"> • 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 4	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart
- B. Data captured from the onboarding process will be replaced by data from Recruiting
- **C. Data captured from the onboarding process can be retained after an automatic process restart**
- D. Data captured from the onboarding process can be retained after a manual process restart

Answer: C

NEW QUESTION # 18

Which business rule allows the offboardee to edit their personal information?

- A. ONB2ResponsibilityConfig
- **B. ONB2_OFB_EmployeeReviewCheck**
- C. ONB2SelectOffboardingActivitiesConfig
- D. ONB2_OFB_ManagerReviewCheck

Answer: B

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Business Rules for Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 19

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., onboardee, manager) sign were.

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



Sources

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

Note: There are 2 correct answers to this question.

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

Answer: A,B

NEW QUESTION # 20

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

Note: There are 2 correct answers to this question.

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

Answer: A,B

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 # 21

How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- **A. Map the field names on the document template to fields defined in Onboarding**
- **B. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services**
- **C. Add field names on the content of the document template**
- **D. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates**
- **E. Create a document template using Document Generation**

Answer: A,B,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tokens in Email Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Customization"

NEW QUESTION # 22

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