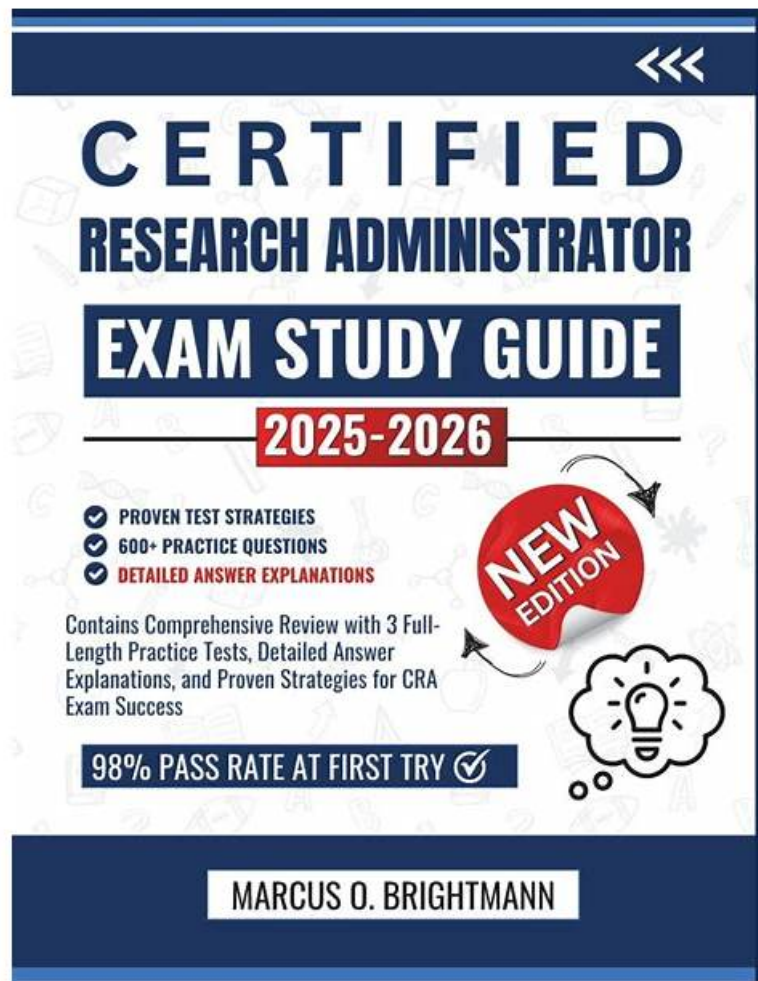# Latest Related C-THR97-2505 Exams offer you accurate Current Exam Content | SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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	• 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 5	• 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 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

NEW QUESTION # 53
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 Central Effective Dated Entities
- D. Employee Data

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 # 54

Which onboarding processes are supported by the function automatic hiring in Onboarding?
Note: There are 3 correct answers to this question.

- A. Regular Hire
- B. Rehire with New Employment
- C. Global Assignment
- D. Rehire
- E. Concurrent Employment

Answer: A,B,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Automatic Hiring in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Supported Onboarding Processes"

NEW QUESTION # 55

What scheduled job type do you create so new hires become internal users?

- A. New Hire Export
- B. ConvertExternalUserOnStartDateJob
- C. OnStartDateStatusChange
- D. External to Internal Candidate Profile Conversion

Answer: B

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION # 56

How is mobile functionality supported with Onboarding?

- A. Through mobile browsers only
- B. Through mobile browsers and the SAP SuccessFactors app
- C. Through the SAP SuccessFactors app only
- D. Through Admin Center Mobile access only

Answer: A

NEW QUESTION # 57

Which actions can alumni users perform after activating their accounts?Note: There are 3 correct answers to this question.

- A. Complete offboarding tasks
- B. Contact current managers directly
- C. Apply to be rehired for an open position
- D. Update contact information
- E. View pay statements

Answer: A,C,D

NEW QUESTION # 58

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