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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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 6	• 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 7	• 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 (Q82-Q87):

NEW QUESTION # 82
Transfer events are created only for changes made to which Employee Central data entities?
Note: There are 2 correct answers to this question.

- A. compInfo
- B. jobInfo
- C. employmentInfo
- D. globalInfo

Answer: A,B

Explanation:
Reference:
SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities" SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"

NEW QUESTION # 83

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

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- 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 # 84
Which object permissions are used for embedded signatures?
Note: There are 2 correct answers to this question.

- A. Consent
- B. Signature
- C. Document Signature
- D. Sign Document

Answer: A,B

NEW QUESTION # 85
How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?
Note: There are 2 correct answers to this question.

- A. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- B. Add the business rule to the Onboarding Configuration in Manage Data
- C. Enable the Employment Profile Selection API
- D. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario

Answer: B,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Employment Profile Selection" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire and Transfer Configuration"

NEW QUESTION # 86
What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. CountrySpecificValidationConfiguration
- B. CustomPayType
- C. personalInfo
- D. userAccountInfo
- E. JobClassificationCountry

Answer: A,C,E

NEW QUESTION # 87
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