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## 2025 SAP Latest C\_THR97\_2505: Free SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Dumps

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q24-Q29):

#### NEW QUESTION # 24

Which parameters in the createOnboarder API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

##### Solution:

The two parameters used for legal entity transfer in the createOnboarder API function import are:

- **B. hireType** – This parameter specifies the type of hire and includes the value LEGAL\_ENTITY\_TRANSFER\_NEW\_EMPL for legal entity transfers.
- **C. internalUserId** – This parameter identifies the existing employee to be transferred, distinguishing the legal entity transfer scenario.

So, the correct answers are B and C.



Sources

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

- A. hireType
- B. LEGAL\_ENTITY\_TRANSFER\_NEW\_EMPL\_
- C. internalUserId
- D. initiateOnboardingforUser

Answer: A,B

#### NEW QUESTION # 25

Which of the following are features of the clean core dashboard?

Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions
- B. Customers can use the dashboard in the dev, test, and production tenants
- C. It can be accessed by using SAP For Me
- D. Customers can grant access to the dashboard to partners

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Clean Core Guide, Section: "Clean Core Dashboard Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Managing Clean Core Operations"

#### NEW QUESTION # 26

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding

### NEW QUESTION # 27

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

**Solution:**

Based on official guidance from [Learning.sap.com](https://learning.sap.com/), alumni users gain access to a variety of capabilities after activating their accounts. The following **three actions** are supported:

1. **C. Apply to be rehired for an open position**  
Alumni users appear in hiring eligibility and can apply to open positions via the **Profile Match Verification** process, identifying them as alumni when they match roles
2. **B. View pay statements**  
They can access and download payroll documents, including **pay statements**, as long as Employee Central Payroll is enabled
3. **E. Update contact information**  
Alumni users retain the ability to view and **edit their personal and contact information** such as addresses, phone numbers, and emergency contacts

✓ **Correct Answers: B, C, E**

 Sources

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

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

**Answer: A,B,D**

### NEW QUESTION # 28

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

**Answer: C,D,E**

Explanation:

Reference:

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

### NEW QUESTION # 29

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