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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	• 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 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q63-Q68):

NEW QUESTION # 63

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are not available?

- A. Assign the Additional Data Permission in Role-Based Permissions
- B. Assign the hiring manager role to the users who will complete the onboarding tasks
- C. Assign the proxy module access for Employee Central and Employee Profile Onboarding
- D. Assign the Complete Data Collection Tasks in Role-Based Permissions

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Task Completion" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 64

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. IDoc
- B. SOAP
- C. OData
- D. RFC

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION # 65

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

Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:

Reference:

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

NEW QUESTION # 66

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Employee Review
- C. Document Flow
- D. Additional Data Collection
- E. Manager Review

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 67

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_ProcessClosurePeriodConfig
- B. ONB2_PreDay1AccessCheck
- C. ONB2_Select_Onboarding_Task_Configuration
- D. ONB2_Initiate_Offboarding_Configuration
- E. ONB2_InternalHire_Configuration

Answer: A,B,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Predefined Business Rules for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Business Rule Configuration"

NEW QUESTION # 68

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