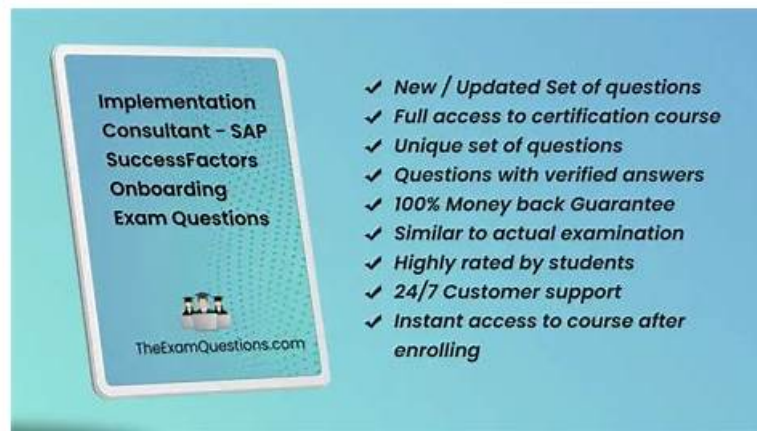# Hot SAP Reliable C_THR97_2505 Braindumps Questions Are Leading Materials & Fast Download C_THR97_2505 Discount Code



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## SAP C_THR97_2505 Exam Syllabus Topics:

| Topic | Details |
|-------|---------|
| Topic 1 | • 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 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 | • 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 4 | • 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 5 | • 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. |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q62-Q67):

**NEW QUESTION # 62**
How can you grant Onboarding access to the future manager of an internal hire?
Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions
- B. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group
- C. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors
- D. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group

**Answer: C,D**

**NEW QUESTION # 63**
Which Onboarding process is supported for external HRIS integrations?



Solution:

The **Onboarding process** (new hires) is the only process supported for external HRIS integrations in SAP SuccessFactors Onboarding. External HRIS integration *does not* support internal hires (crossboarding) or offboarding processes.

✅ Correct Answer:
B. Onboarding process

Sources
Reference: https://learning.sap.com/

- A. Crossboarding process
- B. Internal Hire process
- C. Onboarding process
- D. Offboarding process

**Answer: C**

Explanation:
Reference:
SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

**NEW QUESTION # 64**
In which Onboarding process step do you use the Onboarding data model?
Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Manage Pending Hires
- C. Review New Hire Data
- D. Additional Onboarding Data Collection

**Answer: A,C**

**NEW QUESTION # 65**
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. Enable the Employment Profile Selection API
- C. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- D. Add the business rule to the Onboarding Configuration in Manage Data

**Answer: C,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 # 66**
Which parameters in the createOnboardee API function import are used for legal entity transfer?
Note: There are 2 correct answers to this question.



- A. LEGAL_ENTITY_TRANSFER_NEW_EMPL_
- B. initiateOnboardingforUser
- C. internalUserId
- D. hireType

**Answer: A,D**

**NEW QUESTION # 67**
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