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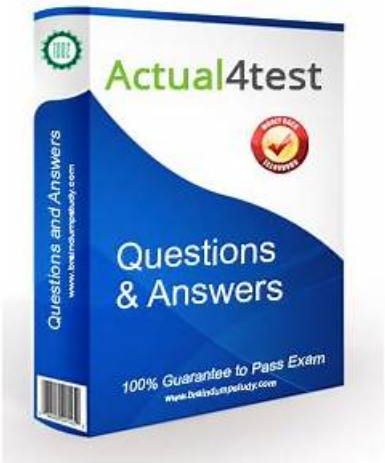

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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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 (Q28-Q33):

NEW QUESTION # 28
How can you create a custom task for an onboarding program?
Note: There are 2 correct answers to this question.

- A. Create a UI in Manage Configuration UI for the custom MDF object
- B. Create a custom MDF object
- C. Link the custom MDF object to the custom task
- D. Configure the visibility of the custom MDF object

Answer: B,C

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Creating Custom Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Configuration"

NEW QUESTION # 29
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

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

Answer: A,B,D

Explanation:

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

NEW QUESTION # 30
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 # 31
What are some benefits of the SAP SuccessFactors Onboarding solution?
Note: There are 2 correct answers to this question.

- A. It provides a unified experience across Onboarding and other HCM modules
- B. It shares a common data structure with SAP SuccessFactors Employee Central
- C. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- D. It positively impacts employee engagement, productivity, and retention

Answer: C,D

NEW QUESTION # 32
How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?
Note: There are 2 correct answers to this question.

- A. Qualtrics collects the new hire experiences and reports the results
- B. Onboarding collects the new hire experiences and Qualtrics reports the results
- C. Qualtrics collects the exit survey information and reports the results
- D. Offboarding collects the exit survey information and Qualtrics reports the results

Answer: A,C

Explanation:
Reference:
SAP SuccessFactors Onboarding and Offboarding Integration Guide, Section: "Integration with Qualtrics for Lifecycle Surveys" SAP SuccessFactors Onboarding Study Guide, Topic: "Survey Integration with Qualtrics"

NEW QUESTION # 33
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