

# Pass C\_THR97\_2505 Test - SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding - Latest Real C\_THR97\_2505 Exam



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## SAP C\_THR97\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q43-Q48):

### NEW QUESTION # 43

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a UI using the UI Template Editor
- **B. Create a custom MDF object**
- C. Create email notifications for the custom task
- **D. Define a business rule for the custom task**

**Answer: B,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tasks in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Creation and Business Rules"

### NEW QUESTION # 44

What is the only condition that executes the second rehire check?

- A. A potential match is detected when Onboarding is initiated
- **B. A potential match is not identified in the first rehire check**
- C. A potential match is detected during the Review New Hire Data step
- D. The Personal Data Collection step is completed

**Answer: B**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Rehire Check Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Verification Configuration"

### NEW QUESTION # 45

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- **A. Ability to configure Offboarding programs**
- B. Ability to manage Offboarding content
- C. Ability to configure the Offboarding process
- D. Ability to configure Offboarding email templates

**Answer: A**

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Configuration" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Program Setup"

### NEW QUESTION # 46

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

**Answer: A,B**

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 # 47

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- **A. Access New Hire Data Permission**
- B. Onboarding Configuration
- C. Access Additional Onboarding Data Permission
- **D. Update New Hire Data**
- **E. Complete Data Collection Tasks**

**Answer: A,D,E**

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Role-Based Permissions for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Permissions for Onboarding Participants"

#### NEW QUESTION # 48

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