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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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 3	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 4	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 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	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 7	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which RBP permissions allow a user to rehire an onboardee?

Note: There are 2 correct answers to this question.

- A. Rehire Inactive Employee with New Employment
- B. Rehire Inactive Employee
- C. Rehire Inactive Employee (by 'match' in New Hire)
- D. Rehire Inactive Employee with New Employment (by 'match' in New Hire)

Answer: B,D

NEW QUESTION # 54

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- A. Configure reminder notifications to control the frequency of reminder messages
- B. Trigger an onboarding task
- C. Delete a preconfigured email template
- D. Attach documents to email notifications
- E. Create new email templates with business and locale-specific rules content

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Email Services Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Configuration"

NEW QUESTION # 55

What actions do you need to take to use the UI for a custom data collection object in the Additional Data Collection step?

Note: There are 3 correct answers to this question.

- A. Use a business rule for the object's visibility
- **B. Go to Admin Center > Manage Configuration UI**
- **C. Enable Intelligent Services**
- **D. Create a configuration UI object with a specified ID**
- E. Enable the Admin Configuration tool in Provisioning

Answer: B,C,D

NEW QUESTION # 56

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- **A. Document Generation - Manage Document Template**
- B. Maintain Onboarding and Offboarding Document Templates
- **C. Email Services**
- D. Configure Business Rules
- **E. Document Generation - Manage Document Template Mapping**

Answer: A,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Email Notifications with Custom Tokens" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services and Document Generation"

NEW QUESTION # 57

Which onboarding processes are supported by the function automatic hiring in Onboarding?

Note: There are 3 correct answers to this question.

- **A. Rehire with New Employment**
- **B. Regular Hire**
- **C. Rehire**
- D. Global Assignment
- E. Concurrent Employment

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Automatic Hiring in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Supported Onboarding Processes"

NEW QUESTION # 58

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