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SAP CERTIFICATION

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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	• 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 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	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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q42-Q47):

NEW QUESTION # 42

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_ECDDataCollectionCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_DataCollectionConfigSelect
- D. SAP_ONB2_PreDay1AccessCheck

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION # 43

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Import Employee Data using Integration Center or OData APIs
- B. Configure the Onboarding data model
- C. Create an export of new hire data using only a middleware system
- D. Create an export of new hire data using Integration Center or OData APIs
- E. Configure all the Event Reasons

Answer: A,B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration" SAP SuccessFactors Onboarding

NEW QUESTION # 44

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Rehire Inactive Employee
- **B. Manage Data**
- C. Manage Configuration UI
- D. Manage Business Configuration

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 45

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding activity
- **B. To define who completes each offboarding task**
- C. To define who can complete both offboarding and onboarding tasks
- D. To define who completes each offboarding program

Answer: B

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 46

How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates
- B. Add field names on the content of the document template
- **C. Create a document template using Document Generation**
- **D. Map the field names on the document template to fields defined in Onboarding**
- **E. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services**

Answer: C,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tokens in Email Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Customization"

NEW QUESTION # 47

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