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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	• 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	• 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	• 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 5	• 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 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	• 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 (Q55-Q60):

NEW QUESTION # 55

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Add an HRIS element in the user data file
- **B. Set rule SAP_ONB2_HMReviewCheck to True**
- **C. Set up role-based permissions**
- D. Create a custom HRIS element as an MDF object

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

NEW QUESTION # 56

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

Answer: A,C,E

Explanation:

Reference:

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

NEW QUESTION # 57

Which permission allows participants to cancel the Onboarding processes?

- A. Cancel Onboarding Permission
- B. Process Trigger
- C. Configure Object Definitions
- D. Process

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Process Management" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 58

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- B. Enable Archive & Print in Provisioning
- C. Create a scheduled batch job from Provisioning that archives the Offboarding tasks
- D. Create a business rule that identifies the Offboarding tasks to archive

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

NEW QUESTION # 59

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process
- B. ONB2ProcessVariant
- C. ONB2ProcessTrigger
- D. ONB2ProcessTask

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Process Restart" SAP SuccessFactors Onboarding Study Guide, Topic: "MDF Objects for Process Management"

NEW QUESTION # 60

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