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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 (Q49-Q54):

NEW QUESTION # 49

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

Note: There are 3 correct answers to this question.

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

Answer: A,C,E

Explanation:

Reference:

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

NEW QUESTION # 50

Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?

Note: There are 2 correct answers to this question.

- A. Data captured during the Personal Data Collection/Paperwork step
- B. Data from the applicant tracking system
- C. Data captured during the Review New Hire Data step
- D. Data coming from the Add New Hire to Onboarding tool

Answer: A,B

NEW QUESTION # 51

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

Answer: A,D,E

NEW QUESTION # 52

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_ProcessClosurePeriodConfig
- B. ONB2_Initiate_Offboarding_Configuration
- C. ONB2_Select_Onboarding_Task_Configuration
- D. ONB2_InternalHire_Configuration
- E. ONB2_PreDay1AccessCheck

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Predefined Business Rules for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Business Rule Configuration"

NEW QUESTION # 53

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 # 54

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