

Real and Updated SAP C_THR97_2505 Exam Questions



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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

Topic 5	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q49-Q54):

NEW QUESTION # 49

Which Onboarding process is supported for external HRIS integrations?

Solution

The **Onboarding process** (new hires) is the **only** process supported for external HRIS integrations in SAP SuccessFactors Onboarding. External HRIS integration *does not* support internal hires (crossboarding) or offboarding processes.

✓ **Correct Answer:**
B. Onboarding process

Sources

Reference: <https://learning.sap.com/>

- A. Crossboarding process
- B. Onboarding process
- C. Internal Hire process
- D. Offboarding process

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

NEW QUESTION # 50

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 Integration Center or OData APIs
- D. Create an export of new hire data using only a middleware system
- E. Configure all the Event Reasons

Answer: A,B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Onboarding Integrations"

NEW QUESTION # 51

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It provides a unified experience across Onboarding and other HCM modules
- B. It shares a common data structure with SAP SuccessFactors Employee Central
- C. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- D. It positively impacts employee engagement, productivity, and retention

Answer: C,D

NEW QUESTION # 52

Which actions can alumni users perform after activating their accounts? Note: There are 3 correct answers to this question.

Solution:

Based on official guidance from **Learning.sap.com**, alumni users gain access to a variety of capabilities after activating their accounts. The following **three actions** are supported:

1. C. Apply to be rehired for an open position

Alumni users appear in hiring eligibility and can apply to open positions via the **Profile Match Verification** process, identifying them as alumni when they match roles

2. B. View pay statements

They can access and download payroll documents, including **pay statements**, as long as Employee Central Payroll is enabled

3. E. Update contact information

Alumni users retain the ability to view and **edit their personal and contact information** such as addresses, phone numbers, and emergency contacts

✓ Correct Answers: B, C, E



Sources

Reference: <https://learning.sap.com/>

- A. View pay statements
- B. Update contact information
- C. Apply to be rehired for an open position
- D. Complete offboarding tasks
- E. Contact current managers directly

Answer: B,C,D

NEW QUESTION # 53

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

- A. A potential match is detected during the Review New Hire Data step
- B. The Personal Data Collection step is completed

- C. A potential match is detected when Onboarding is initiated
- **D. A potential match is not identified in the first rehire check**

Answer: D

Explanation:

Reference:

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

NEW QUESTION # 54

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