SAP C-THR97-2505 Simulated Test - C-THR97-2505 Exam Material



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SAP C-THR97-2505 Exam Syllabus Topics:

Topic	Details
Торіс 1	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 2	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 3	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 4	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 (Q11-Q16):

NEW QUESTION #11

Which permission roles are created for Onboarding by default in SAP SuccessFactors? Note: There are 2 correct answers to this question.

- A. SAP ONB2 RehireCoordinator
- B. OnboardingExternalUser
- C. OnboardingBPEServiceUser
- D. OnboardingBPEAdmin

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION #12

What scheduled job type do you create so new hires become internal users?

- A. ConvertExternalUserOnStartDateJob
- B. New Hire Export
- C. OnStartDateStatusChange
- D. External to Internal Candidate Profile Conversion

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION #13

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

Note: There are 3 correct answers to this question.

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

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 #14

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed when Onboarding is initiated
- B. The check is performed during Manage Pending Hires
- C. The check is performed at the Review New Hire Data step
- D. The check is performed after the Personal Data Collection step is completed

Answer: A,D

NEW QUESTION #15

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?

Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. personInfo
- C. compInfo
- D. jobInfo
- E. personalInfo

Answer: A,D,E

NEW QUESTION #16

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