

SAP C_THR97_2505 Questions - Free C_THR97_2505 Dumps For Every Exam [2025]



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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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	<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 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"> 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 5	<ul style="list-style-type: none"> • 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.
Topic 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q32-Q37):

NEW QUESTION # 32

How is mobile functionality supported with Onboarding?

- A. Through mobile browsers only
- B. Through mobile browsers and the SAP SuccessFactors app
- C. Through the SAP SuccessFactors app only
- D. Through Admin Center Mobile access only

Answer: A

NEW QUESTION # 33

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

Answer: C,D,E

Explanation:

Reference:

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

NEW QUESTION # 34

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To create a transfer event and update the employee profile record
- B. To send data from Recruiting Management to Onboarding

- C. To initiate the internal hire process using the transfer event
- D. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 35

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingExternalUser
- B. OnboardingBPEAdmin
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingBPEServiceUser

Answer: A,B

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 # 36

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Additional Onboarding Data Collection
- C. New Hire Verification
- D. Create New Hire Tasks
- E. New Employee

Answer: A,B,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION # 37

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