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SAP C_THR97_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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	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	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 6	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 7	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q11-Q16):

NEW QUESTION # 11

Which object permissions are used for embedded signatures?

Note: There are 2 correct answers to this question.

- A. Document Signature
- B. Consent
- C. Signature
- D. Sign Document

Answer: B,C

NEW QUESTION # 12

A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system. Which email template is generated in the Onboarding process for this to happen?

- A. Welcome Message Notification with Reset Password Support Template
- B. (ONB) New Hire Welcome Message
- C. (ONB) New Welcome Message Added Template
- D. (ONB) External User Welcome Message Template

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Email Notifications and Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services in Onboarding"

NEW QUESTION # 13

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Configure the Select Onboarding Task Configuration business rule
- **B. Create role-based permissions to access new hire tasks**
- **C. Create an Onboarding program to assign tasks**
- D. Configure additional tasks in the dashboard

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating and Assigning Onboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Configuration in Onboarding"

NEW QUESTION # 14

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- **A. Email Services**
- B. Maintain Onboarding and Offboarding Document Templates
- **C. Document Generation - Manage Document Template**
- **D. Document Generation - Manage Document Template Mapping**
- E. Configure Business Rules

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Email Notifications with Custom Tokens" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services and Document Generation"

NEW QUESTION # 15

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- **A. Manage Data**
- B. Rehire Inactive Employee
- C. Manage Configuration UI
- D. Manage Business Configuration

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 16

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