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Vendor: SAP

Code: C_THR97_2505

**Exam: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors
Onboarding**

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QUESTIONS & ANSWERS

DEMO VERSION

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DEMO VERSION
(LIMITED CONTENT)

Version: 4.0

Question: 1

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

Answer: CDE

Question: 2

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding? Note: There are 3 correct answers to this question.

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Solution

The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:

- **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.
- **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.
- **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.

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

So, the correct answers are **A, C, and E**.

- A. Business Process Engine
- B. DocuSign Adaptor
- C. intelligent Services
- D. SAP ERP Integration
- E. Employee Central V2

Answer: ACD

Question: 3

[Onboarding Data Model and Custom Data Collection]

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck
- B. Go to Admin Center > Configure Object Definitions
- C. Go to Admin Center > Manage Permission Roles > Metadata Framework
- D. Go to Admin Center > Manage Business Configuration

Answer: B

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection"

SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

Question: 4

[Integrations with Onboarding]

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

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Note: There are 2 correct answers to this question.

- A. Qualtrics collects the exit survey information and reports the results
- B. Onboarding collects the new hire experiences and Qualtrics reports the results
- C. Offboarding collects the exit survey information and Qualtrics reports the results
- D. Qualtrics collects the new hire experiences and reports the results

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding and Offboarding Integration Guide, Section: "Integration with Qualtrics for Lifecycle Surveys"

SAP SuccessFactors Onboarding Study Guide, Topic: "Survey Integration with Qualtrics"

Question: 5

[Onboarding Data Model and Custom Data Collection]

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. globalInfo
- B. compInfo
- C. jobInfo
- D. employmentInfo

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities"

SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"



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