

C_THR97_2505 Exam - Your Guide to SAP SuccessFactors Onboarding

Understanding SAP SuccessFactors Onboarding

SAP SuccessFactors Onboarding is a crucial module that helps organizations integrate new employees seamlessly. As companies expand, having a solid onboarding process can enhance **employee retention rates** and boost overall satisfaction. If you're eyeing a career as an **Implementation Consultant**, mastering this module is vital.

Preparing for Your C_THR97_2505 Exam

The **C_THR97_2505 exam** is your ticket to becoming SAP certified. To succeed in this exam, consider the following tips:

- **Understand the Format:** Familiarize yourself with the exam structure and question types.
- **Review Study Materials:** Find relevant study guides and resources that cover the exam content in detail.
- **Take Practice Tests:** Simulating exam conditions can help you manage your time and build confidence.

Importance of SAP Certification

Obtaining **SAP certification** not only validates your skills but also enhances your career prospects. Employers often look for certified candidates, as it demonstrates a commitment to *professional development* and expertise in specific areas.

Becoming an Implementation Consultant

As an **Implementation Consultant**, you play a key role in helping businesses transform through technology. You'll need to be skilled in managing projects and have a deep understanding of client needs. Developing strong **communication skills** is also essential for

this role.

Engage in SuccessFactors Training

Engaging in dedicated training for **SuccessFactors modules** can provide you with the hands-on experience needed to excel. Look for training programs that offer *real-world scenarios* to deepen your understanding.

Resources for Further Learning

There are various resources online that can help you prepare for the **C_THR97_2505 exam**. Consider joining *forums* where you can ask questions and share experiences with fellow learners. You can also visit [Certkillers](#) for valuable exam resources.

Tips for a Successful Exam Day

On the day of the exam, ensure you're well-rested and arrive early to the exam center. Bring all necessary identification and materials. Remember to stay calm and read the questions carefully.

Post-Exam Actions

Regardless of the outcome, reflect on your exam experience. If you pass, celebrate and update your resume and LinkedIn profile with your new certification. If not, analyze your performance and focus on areas for improvement before retaking the exam. Don't forget to check out additional materials at [Certkillers](#) for your preparation needs.



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

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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**



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.

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?

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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