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Just like the old saying goes, there is no royal road to success, and only those who do not dread the fatiguing climb of gaining its numinous summits. In a similar way, there is no smoothly paved road to the C_THR97_2411 Certification. You have to work on it and get started from now. If you want to gain the related certification, it is very necessary that you are bound to spend some time on carefully preparing for the SAP exam, including choosing the convenient and practical study materials, sticking to study and keep an optimistic attitude and so on.

No matter how much you study, it can be difficult to feel confident going into the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) exam. However, there are a few things you can do to help ease your anxiety and boost your chances of success. First, make sure you prepare with Real C_THR97_2411 Exam Dumps. If there are any concepts you're unsure of, take the time to take C_THR97_2411 practice exams until you feel comfortable.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q25-Q30):

NEW QUESTION # 25

You want to upload a new document template and assign signature placeholders. What permissions do you need?
Note: There are 2 correct answers to this question.

- A. Manage Documents
- B. Manage Document Template Mapping
- C. Manage Document Visibility
- D. Manage Document Template

Answer: A,D

NEW QUESTION # 26

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_HMReviewCheck
- B. ONB2_InternalHire_Configuration
- C. ONB2_CustomDataCollectionCheck
- D. ONB2_ECDataCollectionCheck
- E. ONB2_PreDay1AccessCheck

Answer: A,C,D

Explanation:

Standard business rules in SAP SuccessFactors Onboarding are used to automate and control data collection processes, ensuring that the right data is collected and validated at the appropriate steps.

According to the SAP SuccessFactors Onboarding Implementation Guide:

- * ONB2_HMReviewCheck(Option B): This rule assigns the Review New Hire Datastep to the hiring manager and ensures that the data collected (e.g., personal or job information) is reviewed for accuracy.
- * ONB2_ECDataCollectionCheck(Option C): This rule validates data collected during the Personal Data Collection step, ensuring it aligns with Employee Central requirements and is complete before proceeding.
- * ONB2_CustomDataCollectionCheck(Option E): This rule is used to validate data collected in custom data collection steps, such as those using custom MDF objects, ensuring compliance with defined criteria.

Option A (ONB2_InternalHire_Configuration) is incorrect because it configures internal hire processes, not data collection specifically. Option D (ONB2_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection processes.

NEW QUESTION # 27

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are not available?

- A. Assign the hiring manager role to the users who will complete the onboarding tasks
- B. Assign the proxy module access for Employee Central and Employee Profile Onboarding
- C. Assign the Additional Data Permission in Role-Based Permissions
- D. Assign the Complete Data Collection Tasks in Role-Based Permissions

Answer: D

Explanation:

To allow users to complete onboarding tasks on behalf of hiring managers who are unavailable, specific role- based permissions (RBPs) must be granted to ensure they can access and complete the required tasks, such as data collection or document signing.

According to the SAP SuccessFactors Onboarding Configuration Guide:

- * Assign the Complete Data Collection Tasks in Role-Based Permissions(Option D): The Complete Data Collection Task permission allows users to complete onboarding tasks, such as Personal Data Collection or Additional Data Collection, on behalf of the new hire or hiring manager. This permission is configured in Manage Permission Roles and assigned to the appropriate user group (e.g., HR coordinators or proxies).

Option A (Assign the hiring manager role) is incorrect because assigning the full hiring manager role may grant unnecessary permissions beyond task completion. Option B (Assign proxy module access) is incorrect because proxy access is related to Employee Central or Employee Profile navigation, not onboarding task completion. Option C (Assign the Additional Data Permission) is incorrect because it is not a standard RBP; the correct permission is Complete Data Collection Tasks.

NEW QUESTION # 28

Which RBP permission will show you the Onboarding/Offboarding tools in Admin Center?

- A. Manage Onboarding or Offboarding
- B. Show Onboarding Tasks Status on the Dashboard
- C. Administrate Onboarding or Offboarding Content
- D. Onboarding Admin Configuration Item

Answer: A

NEW QUESTION # 29

Which type of Onboarding data is included in the Read Audit Reports feature? Note: There are 3 correct answers to this question.

- A. Custom data from MDF custom objects
- B. All documents
- C. Data from Recruiting Management Employee Central
- D. Documents with sensitive data
- E. E-mail notifications

Answer: A,C,E

NEW QUESTION # 30

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