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Nowadays most people are attracted to the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) certification and take it seriously because they know that it is the future. But they can't figure out where to prepare for SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) certification exam. After observing the problems of the students TestKingFree provides them with the best SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) Questions so they don't get depressed anymore and pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) exam on the first try. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding (C_THR97_2411) is designed after consulting with a lot of professionals and getting their reviews.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q37-Q42):

NEW QUESTION # 37
Which admin tools allow you to create custom tokens in emails for Onboarding?
Note: There are 3 correct answers to this question.

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

Answer: A,C,E

Explanation:
Custom tokens in email templates for SAP SuccessFactors Onboarding are used to dynamically insert data (e.
g., new hire name, start date) into email notifications. These tokens are configured using specific admin tools in the system.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Email Services(Option B): TheEmail Servicestool in Admin Center allows administrators to create and edit email templates,
including adding custom tokens in the subject or body using the format
{fieldID}.
* Document Generation - Manage Document Template(Option D): This tool enables the creation of document templates that can
include custom tokens, which are then referenced in email notifications (e.
g., for document links or data).
* Document Generation - Manage Document Template Mapping(Option E): This tool is used to map custom tokens to specific
fields in MDF objects or other data sources, ensuring the correct data is populated in emails.
Option A (Maintain Onboarding and Offboarding Document Templates) is incorrect because it is used for uploading and managing
document templates, not for creating custom tokens in emails. Option C (Configure Business Rules) is incorrect because business
rules are used for logic and validation, not for defining email tokens.

NEW QUESTION # 38
How can you make new hire Company Documents visible to onboarding participants?

- A. Provide permission to the SuccessFactors Document Management System
- B. Create a custom card on the homepage and insert a document link on the content
- C. Provide permission for Manage Documents
- D. Define business rules for the document templates

Answer: C

Explanation:
To make Company Documents visible to onboarding participants (e.g., new hires or hiring managers), you need to grant the
appropriate permissions to access these documents in the SAP SuccessFactors system.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Provide permission for Manage Documents(Option C): TheManage Documentspermission allows onboarding participants to view
and interact with Company Documents assigned to them during the Onboarding process. This permission is configured inManage
Permission Rolesand assigned to the relevant user groups (e.g., OnboardingExternalUser or hiring manager roles).
Option A (Define business rules) is incorrect because business rules are used for validation or triggering actions, not for controlling
document visibility. Option B (Create a custom card on the homepage) is incorrect because homepage cards are for navigation or
quick access, not for document visibility. Option D (Provide permission to the SuccessFactors Document Management System) is
incorrect because there is no specific permission named for the Document Management System; document access is controlled
viaManage Documents.

NEW QUESTION # 39
What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks
on behalf of a new hire?
Note: There are 3 correct answers to this question.

- A. Complete Data Collection Tasks
- B. Onboarding Configuration
- C. Access Additional Onboarding Data Permission
- D. Update New Hire Data
- E. Access New Hire Data Permission

Answer: A,D,E

Explanation:
Hiring managers or other onboarding participants (e.g., HR coordinators) may need to complete data collection tasks on behalf of a
new hire, such as during the Personal Data Collection or Additional Data Collection steps. This requires specific role-based
permissions (RBPs) to access and modify new hire data.
According to the SAP SuccessFactors Onboarding Configuration Guide:
* Update New Hire Data(Option A): This permission allows users to edit and update the new hire's data in the Onboarding process,
including data collected during the Personal Data Collection step.

* Complete Data Collection Tasks(Option B): This permission enables users to complete data collection tasks assigned to the new hire, ensuring all required fields are filled out.
* Access New Hire Data Permission(Option D): This permission grants read access to the new hire's data, which is necessary before updating or completing tasks on their behalf.
Option C (Access Additional Onboarding Data Permission) is incorrect because it is not a standard RBP; additional data access is covered underAccess New Hire Data. Option E (Onboarding Configuration) is incorrect because it relates to administrative configuration, not task completion on behalf of a new hire.

NEW QUESTION # 40
At what point during the Onboarding process are the rehire checks executed?
Note: There are 2 correct answers to this question.

- A. The check is performed during Manage Pending Hires.
- B. The check is performed at the Review Hire Data step.
- C. The check is performed when Onboarding is initiated.
- D. The check is performed after the Personal Data Collection step is completed.

Answer: C,D

Explanation:
Rehire checks are performed when the Onboarding process is initiated and after the Personal Data Collection step is completed. These checkpoints ensure that potential rehire matches are identified early and throughout the onboarding process.

NEW QUESTION # 41
Which data model contains job-related data about an employee such as compensation data?

- A. Country-Specific Succession Data Model
- B. Corporate Data Model
- C. Country-Specific Corporate Data Model
- D. Succession Data Model

Answer: D

NEW QUESTION # 42
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