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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q15-Q20):

NEW QUESTION # 15

What scheduled job type do you create so new hires become internal users?

- A. New Hire Export
- B. OnStartDateStatusChange

- C. ConvertExternalUserOnStartDateJob
- D. External to Internal Candidate Profile Conversion

Answer: C

NEW QUESTION # 16

What rules do you have to continue for the New Hire Data Collection Personal Paperwork steps?

- A. SAP_ONB2_ECDDataCollectionCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_DataCollectionConfigSelect

Answer: D

NEW QUESTION # 17

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It provides a unified experience across Onboarding and other HCM modules
- B. It shares a common data structure with SAP SuccessFactors Employee Central
- C. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)
- D. It positively impacts employee engagement, productivity, and retention

Answer: C,D

NEW QUESTION # 18

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process Task
- B. ONB2Process
- C. ONB2Process Trigger
- D. ONB2Process Variant

Answer: B

Explanation:

The ONB2Process MDF object is configured to manage the restart feature within SAP SuccessFactors Onboarding. This object enables restarting onboarding processes when necessary, ensuring data integrity and alignment with updated onboarding requirements.

NEW QUESTION # 19

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By integrating with an external applicant tracking system
- B. By importing a CSV file in Admin Center
- C. By using Add New Hire to Onboarding in Admin Center
- D. By integrating with SAP SuccessFactors Recruiting Management
- E. By importing a CSV file through Integration Center

Answer: A,C,D

Explanation:

New hire onboarding records can be created by using the "Add New Hire to Onboarding" option, integrating with SAP

SuccessFactors Recruiting Management, or integrating with an external applicant tracking system. These methods ensure onboarding data is accurately captured for new hires.

NEW QUESTION # 20

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