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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q51-Q56):

NEW QUESTION # 51
Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process will be replaced by data from Recruiting.
- B. Data captured from the onboarding process can be retained after an automatic process restart.
- C. Data captured from the onboarding process can be retained after a manual or automatic process restart.
- D. Data captured from the onboarding process can be retained after a manual process restart.

Answer: D

NEW QUESTION # 52
What are the standard Offboarding process steps? Note: There are 3 correct answers to this question.

- A. Manager review
- B. Compliance forms
- C. Employee review
- D. Document flow
- E. Additional data collection

Answer: A,C,D

NEW QUESTION # 53
What are some of the Email Services features available in Onboarding?
Note: There are 3 correct answers to this question.

- A. Attach documents to email notifications
- B. Delete a preconfigured email template
- C. Configure reminder notifications to control the frequency of reminder messages
- D. Create new email templates with business and locale-specific rules content
- E. Trigger an onboarding task

Answer: A,C,D

Explanation:
TheEmail Servicestool in SAP SuccessFactors Onboarding enables administrators to configure email notifications for onboarding participants, supporting communication throughout the process. Several features enhance the flexibility and functionality of these notifications.
According to the SAP SuccessFactors Onboarding Configuration Guide:
* Create new email templates with business and locale-specific rules content(Option B):
Administrators can create custom email templates inEmail Servicesand define content based on business rules or locale-specific requirements, ensuring relevant messaging for different regions or scenarios.
* Configure reminder notifications to control the frequency of reminder messages(Option C): Email Services allows configuration of reminder notifications, including setting the frequency (e.g., daily or weekly) to prompt users to complete overdue tasks.
* Attach documents to email notifications(Option E): Documents, such as onboarding forms or instructions, can be attached to email notifications to provide new hires or managers with necessary materials directly in the email.
Option A (Delete a preconfigured email template) is incorrect because preconfigured templates are system- defined and cannot be deleted, though they can be disabled or customized. Option D (Trigger an onboarding task) is incorrect because tasks are triggered by business rules or process steps, not directly by Email Services.

NEW QUESTION # 54
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 # 55
What is an Offboarding program?

- A. Predefined tasks that are completed by the manager and exiting employee
- B. Custom tasks that are completed by the manager and exiting employee
- C. A list of exit survey questions completed by the exiting employee
- D. Both predefined and custom tasks completed by the manager and exiting employee

Answer: D

Explanation:
An Offboarding program in SAP SuccessFactors includes both predefined and custom tasks that are completed by the exiting employee and their manager. This approach provides flexibility to address specific organizational needs and ensure a smooth transition for the exiting employee.

NEW QUESTION # 56
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