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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q64-Q69):

NEW QUESTION # 64
Which permission allows participants to cancel the Onboarding processes?

- A. Cancel Onboarding Permission
- B. Process Trigger
- C. Process
- D. Configure Object Definitions

Answer: A

Explanation:
In SAP SuccessFactors Onboarding, specific permissions are required to allow participants, such as administrators or hiring managers, to cancel an Onboarding process. This action is controlled by a dedicated role-based permission (RBP).
According to the SAP SuccessFactors Onboarding Configuration Guide:
* Cancel Onboarding Permission(Option D): This permission, configured inManage Permission Roles

, grants users the ability to cancel an Onboarding process for a new hire. It is typically assigned to administrators or HR coordinators who need to manage process interruptions, such as when a new hire withdraws or an error occurs.
Option A (Configure Object Definitions) is incorrect because it relates to creating or modifying MDF objects, not canceling processes. Option B (Process Trigger) is incorrect because it pertains to initiating processes, not canceling them. Option C (Process) is incorrect because it is too vague and not a specific permission for canceling Onboarding processes.

NEW QUESTION # 65
Which data model contains job-related data about an employee, such as compensation data?

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

Answer: B

Explanation:
In SAP SuccessFactors, data models define the structure of employee data used across modules like Onboarding and Employee Central. The data model containing job-related information, including compensation data, is critical for onboarding processes where such data is collected or mapped.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Succession Data Model(Option A): The Succession Data Model includes entities likejobInfo, compInfo, andemploymentInfo, which store job-related data (e.g., position, department) and compensation details (e.g., salary, bonuses). This model is used in Onboarding to populate and validate employee data during steps like Personal Data Collection or Additional Data Collection.
Option B (Country-Specific Succession Data Model) is incorrect because it extends the Succession Data Model with country-specific fields but is not the primary model for job-related data. Option C (Country- Specific Corporate Data Model) is incorrect because it focuses on organizational data (e.g., legal entities), not employee job or compensation data. Option D (Corporate Data Model) is incorrect because it primarily defines organizational structures, not employee-specific job or compensation details.

NEW QUESTION # 66
Which role-based permissions apply only to Offboarding? Note: There are 2 correct answers to this question.

- A. Asset Task
- B. Knowledge Transfer Plan
- C. Meeting Task
- D. Document Flow

Answer: A,B

NEW QUESTION # 67
How can you add a final review step in an onboarding process? Note: There are 3 correct answers to this question.

- A. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- B. Enable Final Review in Onboarding General Settings.
- C. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.
- D. Define a business rule using the Assign Responsible Group for Data Review.
- E. Add the Final Review step using Process Variant Manager.

Answer: C,D,E

NEW QUESTION # 68
Which parameters in the createOnboardee API function import are used for legal entity transfer?
Note: There are 2 correct answers to this question.

- A. LEGAL_ENTITY_TRANSFER_NEW_EMPL_
- B. internalUserId

- C. hireType
- D. initiateOnboardingforUser

Answer: A,C

NEW QUESTION # 69
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