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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q38-Q43):

NEW QUESTION #38

How can you add a Final Review step in an onboarding process?

Note: There are 3 correct answers to this question.

- A. Add the task participation configuration business rule to the DEFAULT ONB2 CONFIG
- B. Add the Personal Data Collection step in the onboarding process using Process Variant Manager
- C. Enable Final Review in Onboarding General Settings
- D. Add the Final Review step using Process Variant Manager
- E. Define a business rule using the Assign Responsible Group for Data Review

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Final Review Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Customizing Onboarding Process Steps"

NEW QUESTION #39

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 through Integration Center
- C. By importing a CSV file in Admin Center
- D. By using Add New Hire to Onboarding in Admin Center
- E. By integrating with SAP SuccessFactors Recruiting Management

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION #40

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

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION #41

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- A. Additional Onboarding Data Collection
- B. Personal Data Collection
- C. Manage Pending Hires
- D. Review New Hire Data

Answer: B,D

NEW QUESTION #42

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. OData
- C. SOAP
- D. IDoc

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION #43

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