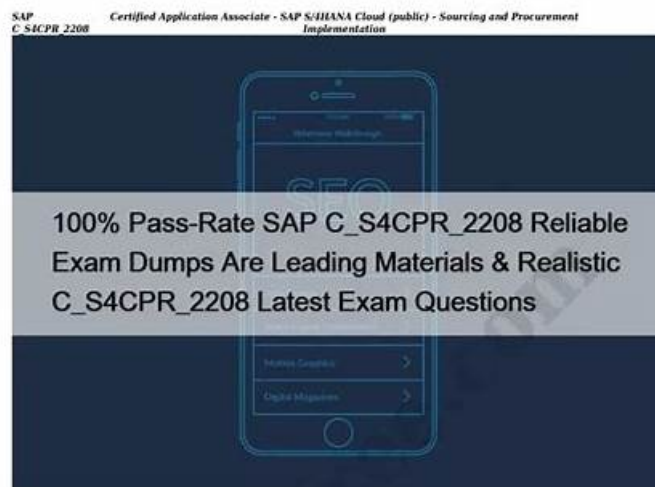


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q61-Q66):

NEW QUESTION # 61

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

- A. External to Internal Candidate Profile Conversion
- B. OnStartDateStatusChange
- C. New Hire Export
- **D. ConvertExternalUserOnStartDateJob**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION # 62

How can you grant Onboarding access to the future manager of an internal hire?

Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions
- **B. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors**
- **C. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group**
- D. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group

Answer: B,C

NEW QUESTION # 63

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Configure additional tasks in the dashboard
- **B. Create role-based permissions to access new hire tasks**
- **C. Create an Onboarding program to assign tasks**
- D. Configure the Select Onboarding Task Configuration business rule

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating and Assigning Onboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Configuration in Onboarding"

NEW QUESTION # 64

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Onboarding for new hires
- B. Process restart for new hires
- C. Offboarding for terminating employees
- D. Internal hire from transferring employees

Answer: A,D

NEW QUESTION # 65

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. External HRIS integration with internal hire process
- B. Global reassignment of employees
- C. Document generation and e-signature
- D. Data collection of new hire personal information
- E. Management of contingent workers

Answer: A,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

NEW QUESTION # 66

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