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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

NEW QUESTION # 41
Which data model contains job-related data about an employee, such as compensation data?

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

Answer: A

Explanation:
The Succession Data Model in SAP SuccessFactors holds job-related data for employees, including compensation information, position details, and other career-related data points essential for workforce planning and employee management.

NEW QUESTION # 42
You want to upload a new document template and assign signature placeholders. What permissions do you need?
Note: There are 2 correct answers to this question.

- A. Manage Document Visibility
- B. Manage Documents
- C. Manage Document Template
- D. Manage Document Template Mapping

Answer: B,C

NEW QUESTION # 43
What rules do you have to configure for the New Hire Data Collection and Personal Paperwork steps?

- A. SAP_ONB2_ECDataCollectionCheck
- B. SAP_ONB2_HMReviewCheck
- C. SAP_ONB2_PreDay1AccessCheck
- D. SAP_ONB2_DataCollectionConfigSelect

Answer: D

Explanation:
The rule "SAP_ONB2_DataCollectionConfigSelect" is configured for the New Hire Data Collection and Personal Paperwork steps, ensuring that data collection settings are applied accurately to support the onboarding workflow and data consistency.

NEW QUESTION # 44
What are the standard Offboarding process steps?
Note: There are 3 correct answers to this question.

- A. Employee Review
- B. Manager Review
- C. Document Flow
- D. Compliance Forms
- E. Additional Data Collection

Answer: A,B,C

Explanation:
The SAP SuccessFactors Offboarding process includes a series of standard steps to ensure a structured exit process for employees leaving the organization. These steps involve tasks for the offboardee, manager, and other stakeholders.
According to the SAP SuccessFactors Offboarding Implementation Guide:
* Employee Review(Option B): This step allows the offboardee to review and update their personal information or complete exit-related tasks, such as filling out an exit survey.
* Document Flow(Option D): This step involves routing documents (e.g., exit forms, acknowledgments) for review or e-signature, ensuring all necessary paperwork is completed.
* Manager Review(Option E): The manager reviews the offboardee's data, completes tasks like approving knowledge transfer plans, and ensures all exit requirements are met.
Option A (Additional Data Collection) is incorrect because it is primarily an Onboarding step, not standard in Offboarding. Option C (Compliance Forms) is incorrect because, while forms may be part of Document Flow, it is not a distinct standard step in the Offboarding process.

NEW QUESTION # 45

Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?
Note: There are 2 correct answers to this question.

- A. Data coming from the Add New Hire to Onboarding tool
- B. Data captured during the Review New Hire Data step
- C. Data captured during the Personal Data Collection/Paperwork step
- D. Data from the applicant tracking system

Answer: C,D

NEW QUESTION # 46
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