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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q63-Q68):

NEW QUESTION # 63
How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?
Note: There are 2 correct answers to this question.

- A. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- B. Enable the Employment Profile Selection API
- C. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- D. Add the business rule to the Onboarding Configuration in Manage Data

Answer: A,D

Explanation:
TheEmployment Profile Selectionpage in SAP SuccessFactors Onboarding allows internal hiresor employees undergoing legal entity transfers to select or confirm their employment profile. Enabling this feature requires specific configurations to trigger the page in the onboarding process.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario (Option A): A business rule is created inConfigure Business Ruleswith theTrigger Employment Profile Selection for Internal Hiresscenario to activate the Employment Profile Selection page for relevant users.
* Add the business rule to the Onboarding Configuration in Manage Data(Option C): The business rule is added to theONB2Processor related configuration object inManage Datato integrate the Employment Profile Selection page into the onboarding process flow.
Option B (Enable the Employment Profile Selection API) is incorrect because there is no specific API for enabling this page; it is controlled by business rules. Option D (Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template) is incorrect because the welcome message template is unrelated to enabling the profile selection page.

NEW QUESTION # 64
Which HRIS elements are required in order to include specific fields mapped between Recruiting Management Employee Central?
Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. personInfo
- C. personalInfo
- D. compInfo
- E. jobinfo

Answer: B,C,E

NEW QUESTION # 65
How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate from an external HRIS
- B. Integrate with SAP SuccessFactors Employee Central
- C. Manually start the process within Offboarding
- D. Mass import with a CSV file

Answer: B

Explanation:
Offboarding can be triggered through integration with SAP SuccessFactors Employee Central, allowing the process to initiate automatically based on employee termination events within the system, thus maintaining seamless HR workflows.

NEW QUESTION # 66
What is the only condition that executes the second rehire check?

- A. A potential match is not identified in the first rehire check.
- B. A potential match is detected during the Review New Hire Data step.
- C. A potential match is detected when Onboarding is initiated.
- D. The Personal Data Collection step is completed.

Answer: A

Explanation:
The second rehire check is executed only if the first rehire check does not identify a potential match. This condition ensures that all possible rehire candidates are thoroughly reviewed before the onboarding process continues.

NEW QUESTION # 67
If a responsibility group is NOT assigned to an onboarding task, who will be assigned by default?

- A. The HR Manager will be considered the responsible owner.
- B. The Recruiter will be considered the responsible owner.
- C. The Hiring Manager will be considered the responsible owner.
- D. The Onboarding Administrator will be considered the responsible owner.

Answer: C

Explanation:
In SAP SuccessFactors Onboarding, if no specific responsibility group is assigned to a task, the Hiring Manager is assigned by default. This assignment ensures tasks are not left unassigned and that the hiring manager takes responsibility for completing or overseeing the onboarding process.

NEW QUESTION # 68
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