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

NEW QUESTION # 64

In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?

Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Additional Data Collection
- C. Compliance Forms
- D. Document Flow

Answer: A,B

Explanation:

Tasks such as "Personal Data Collection" and "Additional Data Collection" can be completed by onboarding participants on behalf of the new hire, allowing HR or designated users to enter necessary information directly into the system, ensuring data is accurately captured even if the new hire is unavailable.

NEW QUESTION # 65

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 Document Template**
- C. **Manage Documents**
- D. Manage Document Template Mapping

Answer: B,C

NEW QUESTION # 66

How can you auto-archive Offboarding tasks? Note: There are 2 correct answers to this question.

- A. **Create a business rule that identifies the Offboarding tasks to archive.**
- B. Enable Archive & Print in Provisioning.
- C. Create a scheduled batch job from the front-end system to archive the Offboarding tasks.
- D. **Create a scheduled batch job from provisioning that archives the Offboarding tasks.**

Answer: A,D

NEW QUESTION # 67

How can you create an additional data collection step?

Note: There are 3 correct answers to this question.

- A. **Create a custom MDF object.**
- B. **Modify ONB2DataCollectionConfig object.**
- C. Define the visibility of the custom MDF object.
- D. Create new fields in the Employee Central data model.
- E. **Create a UI for the custom MDF object.**

Answer: A,B,E

Explanation:

Additional data collection steps can be created by setting up a custom MDF object, creating a UI for the object, and modifying the ONB2DataCollectionConfig object. These actions enable the collection of extra data specific to the organization's onboarding needs.

NEW QUESTION # 68

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- A. Manage Workflows
- B. **Employee Data**
- C. **Employee Central Effective Dated Entities**
- D. Employee Central API

Answer: B,C

Explanation:

To define which fields are available in Onboarding data collection steps (e.g., Personal Data Collection or Additional Data

Collection), role-based permissions (RBPs) must be configured to grant access to specific data entities in SAP SuccessFactors. According to the SAP SuccessFactors Onboarding Configuration Guide:

* Employee Data(Option B): This permission category allows administrators or users to access and configure fields related to employee personal and job data, which are used in Onboarding data collection steps. It includes fields like name, address, and contact details.

* Employee Central Effective Dated Entities(Option C): This category grants access to effective-dated entities in Employee Central, such as jobInfo, compInfo, and personallInfo, which are critical for defining fields in Onboarding data collection steps that require historical or time-based data.

Option A (Manage Workflows) is incorrect because it controls workflow approvals, not field visibility in data collection. Option D (Employee Central API) is incorrect because it pertains to API access for integrations, not field configuration for data collection.

NEW QUESTION # 69

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