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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q49-Q54):

NEW QUESTION # 49

Which onboarding processes are supported by the automatic hiring function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Concurrent Employment
- B. Regular Hire
- C. Rehire
- D. Rehire with New Employment
- E. Global Assignment

Answer: B,C,D

Explanation:

The automatic hiring function in SAP SuccessFactors Onboarding supports processes such as Regular Hire, Rehire, and Rehire with New Employment, allowing for efficient onboarding and quick data transitions for these specific employment scenarios.

NEW QUESTION # 50

How do you enable the Employee 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. Add the business rule to the Onboarding Configuration in Manage Data.**
- D. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template.

Answer: B,C

Explanation:

Enabling the Employee Profile Selection page requires adding a specific business rule in Onboarding Configuration within Manage Data and enabling the Employment Profile Selection API. These configurations allow the internal hiring process to provide options for selecting profiles when onboarding existing employees.

NEW QUESTION # 51

What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using only a middleware system.
- B. Configure all the Event Reasons.
- **C. Create an export of new hire data using Integration Center or OData APIs.**
- **D. Import Employee Data using Integration Center or OData APIs.**
- **E. Configure the Onboarding data model.**

Answer: C,D,E

Explanation:

To integrate an external HRIS with SAP SuccessFactors Onboarding, it is necessary to import employee data using Integration Center or OData APIs, configure the Onboarding data model, and create an export of new hire data. These configurations facilitate the seamless exchange of employee information across systems.

NEW QUESTION # 52

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?

Note: There are 3 correct answers to this question.

- A. Modify the Onboarding templates in Recruiting Management
- B. Map the desired fields using the Onboarding Integration Setup tool in Admin Center
- **C. Define the applicant status set for Onboarding in Recruiting Management**
- **D. Assign the Onboarding Initiate Permission to designated users in Recruiting Management**
- **E. Modify the Onboarding Feature Permission on job requisition template XML files**

Answer: C,D,E

NEW QUESTION # 53

You have configured custom data collection and uploaded the forms in Maintain Onboarding Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Select Rule in the Mapping Type column.

- B. Select Direct in the Mapping Type column.
- C. Create a business rule.
- D. Choose the MDF custom object as the base object.
- E. Select the fields from the MDF custom object in the Target Field column.

Answer: B,D,E

Explanation:

To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, administrators should set the MDF custom object as the base object, choose "Direct" in the Mapping Type column, and select the relevant fields in the Target Field column. This setup allows seamless integration of custom fields into onboarding document templates.

NEW QUESTION # 54

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