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

NEW QUESTION # 61

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By integrating with an external applicant tracking system
- B. By importing a CSV file through Integration Center
- C. By importing a CSV file in Admin Center
- D. By integrating with SAP SuccessFactors Recruiting Management
- E. By using Add New Hire to Onboarding in Admin Center

Answer: A,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 62

In which Onboarding process step do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- A. Additional Onboarding Data Collection
- B. Review New Hire Data
- C. Personal Data Collection
- D. Manage Pending Hires

Answer: B,C

NEW QUESTION # 63

Which of the following API types does SAP recommend to use to achieve clean core integrations?

Note: There are 2 correct answers to this question.

- A. SOAP
- B. OData
- C. RFC
- D. IDoc

Answer: A,B

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION # 64

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- B. To initiate the internal hire process using the transfer event
- C. To send data from Recruiting Management to Onboarding
- D. To create a transfer event and update the employee profile record

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 65

Which permission allows participants to cancel the Onboarding processes?

- **A. Cancel Onboarding Permission**
- B. Process Trigger
- C. Process
- D. Configure Object Definitions

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Permissions for Process Management" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions for Onboarding"

NEW QUESTION # 66

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