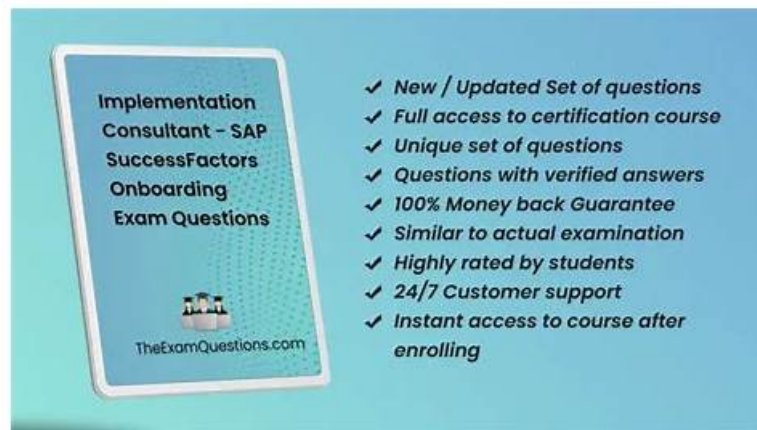


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q40-Q45):

NEW QUESTION # 40

Which data model contains job-related data about an employee, such as compensation data?

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

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION # 41

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Management of contingent workers
- B. Data collection of new hire personal information
- C. Document generation and e-signature
- D. Global reassignment of employees
- E. External HRIS integration with internal hire process

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Key Features of Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Core Onboarding Functionalities"

NEW QUESTION # 42

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create email notifications for the custom task
- B. Create a UI using the UI Template Editor
- C. Create a custom MDF object
- D. Define a business rule for the custom task

Answer: C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tasks in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Creation and Business Rules"

NEW QUESTION # 43

What is the only condition that executes the second rehire check?

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

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Rehire Check Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Verification Configuration"

NEW QUESTION # 44

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?

Note: There are 3 correct answers to this question.

- A. National ID
- B. First Name, Last Name, Date of Birth
- C. First Name, Last Name
- D. First Name, Middle Name, Last Name
- E. Date of Birth

Answer: A,B,C

NEW QUESTION # 45

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