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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q37-Q42):

### NEW QUESTION # 37

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Define a business rule using the Update Onboarding or Offboarding Process Object scenario.
- B. Skip the step by selecting the option from the Action menu in the Onboarding dashboard.
- C. Cancel the Review New Hire Data task from the Onboarding dashboard.
- D. Create a process variant without a Review New Hire Data step.

**Answer: D**

Explanation:

To configure an onboarding process without the Review New Hire Data step, a new process variant can be created using Process Variant Manager, omitting this specific step. This allows for streamlined onboarding processes that do not require data review, depending on the organization's requirements.

### NEW QUESTION # 38

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

**Answer: D**

Explanation:

The rehire check process in SAP SuccessFactors Onboarding is designed to identify whether a new hire is a returning employee (rehire) by matching their data against existing employee records. The process includes a first and second rehire check, with the second check executed only under specific conditions.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* The second rehire check is executed only when a potential match is not identified in the first rehire check (Option A). The first rehire check attempts to match the new hire's data (e.g., National ID, name, or date of birth) against existing records. If no match is found, the system proceeds to the second rehire check, which may use additional criteria or manual review to confirm the new hire's status. Option B (match detected when Onboarding is initiated) is incorrect because a match at initiation would trigger the first check, not the second. Option C (Personal Data Collection step completed) is incorrect because the rehire check occurs earlier, typically during initiation or Manage Pending Hires. Option D (match detected during Review New Hire Data) is incorrect because a match at this stage would not trigger a second check; it would resolve the rehire status.

### NEW QUESTION # 39

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object? Note: There are 3 correct answers to this question.

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

**Answer: B,C,E**

### NEW QUESTION # 40

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

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

**Answer: B,D,E**

Explanation:

New hire onboarding records can be created by using the "Add New Hire to Onboarding" option, integrating with SAP SuccessFactors Recruiting Management, or integrating with an external applicant tracking system. These methods ensure onboarding data is accurately captured for new hires.

## NEW QUESTION # 41

How is mobile functionality supported with Onboarding?

- A. Through the SAP SuccessFactors app only
- B. Through mobile browsers only
- C. Through mobile browsers and the SAP SuccessFactors app
- D. Through Admin Center Mobile access only

**Answer: B**

## NEW QUESTION # 42

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