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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q58-Q63):

### NEW QUESTION # 58

Which HRIS elements are required in order to include specific fields mapped between Recruiting Management and Employee Central?

Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. personInfo
- C. personalInfo
- D. jobInfo
- E. compInfo

**Answer: A,C,D**

### NEW QUESTION # 59

Which Onboarding process is supported for external HRIS integrations?

**Solution:**

The **Onboarding process (new hire)** is the **only** process supported for external HRIS integrations in SAP SuccessFactors Onboarding. External HRIS integration does not support internal hires (crossboarding) or offboarding processes.

**Correct Answer:**  
B. Onboarding process

**SAP Sources**

**Reference:** <https://learning.sap.com/>

- A. Internal Hire process
- B. Crossboarding process
- C. Offboarding process
- D. Onboarding process

**Answer: D**

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

### NEW QUESTION # 60

Which parameters in the createOnboardee API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

**Solution:**

The two parameters used for legal entity transfer in the ~~createEmployee~~ API function import are:

- **B. hireType** – This parameter specifies the type of hire and includes the value `LEGAL_ENTITY_TRANSFER_NEW_EMPL` for legal entity transfers.
- **C. internalUserId** – This parameter identifies the existing employee to be transferred, distinguishing the legal entity transfer scenario.

So, the correct answers are **B** and **C**.



Reference: <https://learning.sap.com/>

- A. `initiateOnboardingforUser`
- B. `internalUserId`
- **C. `LEGAL_ENTITY_TRANSFER_NEW_EMPL`**
- D. `hireType`

Answer: **C,D**

**NEW QUESTION # 61**

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

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

Answer: **D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Process Variants" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

**NEW QUESTION # 62**

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

Answer: **B**

Explanation:

Reference:

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

**NEW QUESTION # 63**

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