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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?

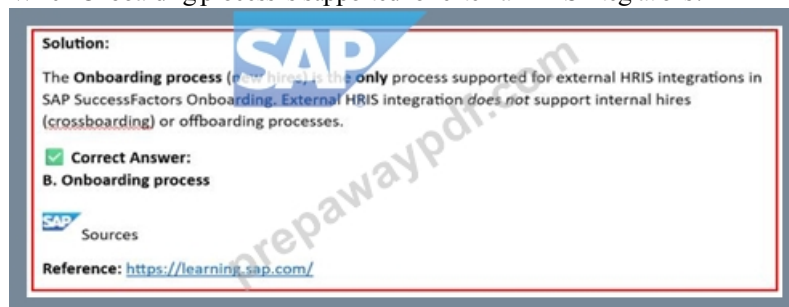
Note: There are 3 correct answers to this question.

- 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?



The screenshot shows a SAP SuccessFactors Onboarding solution box. It contains the following text:

Solution:

The Onboarding process (new hires) 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

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 createOnboarder 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 createOnboardUser 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**.



Sources

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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