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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q60-Q65):

NEW QUESTION # 60

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create role-based permissions to access new hire tasks
- B. Configure the Select Onboarding Task Configuration business rule

- C. Configure additional tasks in the dashboard
- D. Create an Onboarding program to assign tasks

Answer: A,D

Explanation:

Creating Onboarding tasks in SAP SuccessFactors requires setting up the necessary permissions and program structure to ensure tasks are assigned and accessible to the appropriate users.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Create role-based permissions to access new hire tasks(Option A): Role-based permissions (RBPs) must be configured inManage Permission Rolesto grant access to onboarding tasks for roles like hiring managers, HR coordinators, or new hires. This includes permissions likeComplete Data Collection TasksorAccess New Hire Data.

* Create an Onboarding program to assign tasks(Option C): An Onboarding program must be created inManage Onboarding Programsto define the sequence of tasks and assign them to specific roles or users, such as new hires or managers.

Option B (Configure additional tasks in the dashboard) is incorrect because tasks are configured in the Onboarding program or Process Variant Manager, not directly in the dashboard. Option D (Configure the Select Onboarding Task Configuration business rule) is incorrect because no such standard rule exists for task creation; rules are used for other purposes like validation or assignment.

NEW QUESTION # 61

Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?

Note: There are 2 correct answers to this question.

- A. Data captured during the Review New Hire Data step
- B. Data coming from the Add New Hire to Onboarding tool
- C. Data captured during the Personal Data Collection/Paperwork step
- D. Data from the applicant tracking system

Answer: C,D

NEW QUESTION # 62

Which role-based permissions apply only to Offboarding? Note: There are 2 correct answers to this question.

- A. Asset Task
- B. Knowledge Transfer Plan
- C. Document Flow
- D. Meeting Task

Answer: A,B

NEW QUESTION # 63

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

Answer: D

Explanation:

The second rehire check is executed only if the first rehire check does not identify a potential match. This condition ensures that all possible rehire candidates are thoroughly reviewed before the onboarding process continues.

NEW QUESTION # 64

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this

question.

- A. Establish release management.
- B. Establish an organizational structure technical foundation transformation methodology for clean core.
- C. Define roles responsibilities as part of a process transformation office.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish regular housekeeping tasks procedures.

Answer: A,B,C

NEW QUESTION # 65

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