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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q80-Q85):

NEW QUESTION # 80
What type of status should a candidate be in to successfully initiate Onboarding?

- A. Hired
- B. Initiate onboarding
- C. Hireable
- D. None

Answer: C

Explanation:
For onboarding to be initiated, a candidate's status must be set to "Hireable." This status confirms the candidate is eligible for onboarding processes to begin, aligning with the hiring workflow in SAP SuccessFactors.

NEW QUESTION # 81
What are some SAP-recommended guiding principles to achieve clean core operations?
Note: There are 3 correct answers to this question.

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

Answer: C,D,E

NEW QUESTION # 82
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

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

Answer: C,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 # 83
If a responsibility group is NOT assigned to an onboarding task, who will be assigned by default?

- A. The Onboarding Administrator will be considered the responsible owner.
- B. The Recruiter will be considered the responsible owner.
- C. The HR Manager will be considered the responsible owner.
- D. The Hiring Manager will be considered the responsible owner.

Answer: D

Explanation:
In SAP SuccessFactors Onboarding, if no specific responsibility group is assigned to a task, the Hiring Manager is assigned by default. This assignment ensures tasks are not left unassigned and that the hiring manager takes responsibility for completing or overseeing the onboarding process.

NEW QUESTION # 84
Which processes functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS? Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- B. Onboarding for new hires
- C. Process restart for new hires
- D. Internal hire from transferring employees

Answer: B,C

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