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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q55-Q60):

### NEW QUESTION # 55

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process will be replaced by data from Recruiting.
- B. Data captured from the onboarding process can be retained after a manual process restart.
- C. Data captured from the onboarding process can be retained after an automatic process restart.
- D. Data captured from the onboarding process can be retained after a manual or automatic process restart.

**Answer: B**

### NEW QUESTION # 56

In which Onboarding process steps do you use the Onboarding data model?

Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Additional Onboarding Data Collection
- C. Manage Pending Hires
- D. Review New Hire Data

**Answer: A,B**

Explanation:

The Onboarding data model is used during the "Personal Data Collection" and "Additional Onboarding Data Collection" steps. These steps involve gathering new hire information and integrating it into the system for a smooth onboarding process.

### NEW QUESTION # 57

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- A. Employee Central Effective Dated Entities
- B. Manage Workflows
- C. Employee Central API
- D. Employee Data

**Answer: A,D**

Explanation:

To define which fields are available in Onboarding data collection steps (e.g., Personal Data Collection or Additional Data Collection), role-based permissions (RBPs) must be configured to grant access to specific data entities in SAP SuccessFactors. According to the SAP SuccessFactors Onboarding Configuration Guide:

\* Employee Data (Option B): This permission category allows administrators or users to access and configure fields related to employee personal and job data, which are used in Onboarding data collection steps. It includes fields like name, address, and contact details.

\* Employee Central Effective Dated Entities (Option C): This category grants access to effective-dated entities in Employee Central, such as jobInfo, compInfo, and personallInfo, which are critical for defining fields in Onboarding data collection steps that require historical or time-based data.

Option A (Manage Workflows) is incorrect because it controls workflow approvals, not field visibility in data collection. Option D (Employee Central API) is incorrect because it pertains to API access for integrations, not field configuration for data collection.

### NEW QUESTION # 58

How do you grant your administrator the ability to update the Onboarding Process Flows tool?

- A. Add the Process Management permission to the Onboarding administrator role
- B. Add the administrator to the OnboardingBPEServiceUser group
- C. Add the administrator to the SAP\_ONB2\_ErrorFlowAdmins group
- D. Add the administrator to the OnboardingBpeAdmin group

**Answer: D**

Explanation:

Adding the administrator to the OnboardingBpeAdmin group provides them with the necessary permissions to update and manage the Onboarding Process Flows tool. This group is designated for administrators responsible for overseeing onboarding process configurations.

#### NEW QUESTION # 59

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

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

Answer: B,D

#### NEW QUESTION # 60

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