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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q20-Q25):

NEW QUESTION # 20

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Additional Data Collection
- B. Manager Review
- C. Employee Review
- D. Compliance Forms
- E. Document Flow

Answer: B,C,E

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 21

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create an Onboarding program to assign tasks
- B. Configure the Select Onboarding Task Configuration business rule
- C. Configure additional tasks in the dashboard
- D. Create role-based permissions to access new hire tasks

Answer: A,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating and Assigning Onboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Configuration in Onboarding"

NEW QUESTION # 22

How do you add custom tokens to email templates for Onboarding?

Note: There are 3 correct answers to this question.

- A. Add field names on the content of the document template
- B. Create a document template using Document Generation
- C. Map the field names on the document template to fields defined in Onboarding
- D. Use format {fieldID} to add custom tokens in the subject or body of the email in Email Services
- E. Create a document template for custom tokens using Maintain Onboarding and Offboarding Document Templates

Answer: B,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tokens in Email Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Customization"

NEW QUESTION # 23

What scheduled job type do you create so new hires become internal users?

- A. New Hire Export
- B. External to Internal Candidate Profile Conversion
- C. ConvertExternalUserOnStartDateJob
- D. OnStartDateStatusChange

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Scheduled Jobs for User Conversion" SAP SuccessFactors Onboarding Study Guide, Topic: "Automating User Status Changes"

NEW QUESTION # 24

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the administrator to OnboardingBPEServiceUser group
- B. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- C. Add the administrator to OnboardingBpeAdmin group
- D. Add the Process Management permission to the Onboarding administrator role

Answer: A

NEW QUESTION # 25

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