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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q49-Q54):

NEW QUESTION # 49

Which admin tools allow you to create custom tokens in e-mails for Onboarding?

Note: There are 3 correct answers to this question.

- A. Document Generation - Manage Document Template
- B. Email Services
- C. Document Generation - Manage Document Template Mapping
- D. Maintain Onboarding Offboarding Document Templates
- E. Business Rules

Answer: A,B,C

Explanation:

Email Services, Document Generation - Manage Document Template, and Document Generation - Manage Document Template Mapping allow administrators to create custom tokens for onboarding emails. These tools provide options to include personalized data within email communications.

NEW QUESTION # 50

What is the only condition that executes the second rehire check?

- A. A potential match is detected when Onboarding is initiated.
- **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 during the Review New Hire Data step.

Answer: B

NEW QUESTION # 51

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Mass import with a CSV file
- B. Integrate from an external HRIS
- **C. Integrate with SAP SuccessFactors Employee Central**
- D. Manually start the process within Offboarding

Answer: C

Explanation:

Offboarding can be triggered through integration with SAP SuccessFactors Employee Central, allowing the process to initiate automatically based on employee termination events within the system, thus maintaining seamless HR workflows.

NEW QUESTION # 52

What rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- **A. SAP_ONB2_HMReviewCheck**
- **B. SAP_ONB2_ECDataCollectionCheck**
- C. SAP_ONB2_DataCollectionConfigSelect
- D. SAP_ONB2_PreDay1AccessCheck

Answer: A,B

Explanation:

The rules "SAP_ONB2_ECDataCollectionCheck" and "SAP_ONB2_HMReviewCheck" are configured for the Review New Hire Data and Personal Data Collection steps. These rules ensure data is correctly reviewed and validated during onboarding, enhancing data accuracy and completeness.

NEW QUESTION # 53

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- **A. Configure reminder notifications to control the frequency of reminder messages.**
- **B. Attach documents to e-mail notifications.**
- C. Delete a preconfigured e-mail template.
- D. Trigger an onboarding task.
- **E. Create new e-mail templates with business locale-specific rules content.**

Answer: A,B,E

Explanation:

In SAP SuccessFactors Onboarding, Email Services features include creating email templates with locale-specific content, configuring reminder notifications, and attaching documents to emails. These features allow for customized communication with new hires.

NEW QUESTION # 54

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As you know the official passing rate for C_THR97_2411 is low, if you do not have valid exam preparation it will be difficult for you to pass.

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