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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\_ECDDataCollectionCheck**
- C. SAP\_ONB2\_DataCollectionConfigSelect
- D. SAP\_ONB2\_PreDay1AccessCheck

**Answer: A,B**

Explanation:

The rules "SAP\_ONB2\_ECDDataCollectionCheck" 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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