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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q42-Q47):

NEW QUESTION # 42

At what point during the Onboarding process are the rehire checks executed? Note: There are 2 correct answers to this question.

- A. The check is performed at the Review Hire Data step.
- B. The check is performed during Manage Pending Hires.
- C. The check is performed after the Personal Data Collection step is completed.
- D. The check is performed when Onboarding is initiated.

Answer: C,D

NEW QUESTION # 43

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

- A. A potential match is not identified in the first rehire check
- B. A potential match is detected during the Review New Hire Data step
- C. A potential match is detected when Onboarding is initiated
- D. The Personal Data Collection step is completed

Answer: A

Explanation:

The rehire check process in SAP SuccessFactors Onboarding is designed to identify whether a new hire is a returning employee (rehire) by matching their data against existing employee records. The process includes a first and second rehire check, with the second check executed only under specific conditions.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* The second rehire check is executed only when a potential match is not identified in the first rehire check (Option A). The first rehire check attempts to match the new hire's data (e.g., National ID, name, or date of birth) against existing records. If no match is found, the system proceeds to the second rehire check, which may use additional criteria or manual review to confirm the new hire's status. Option B (match detected when Onboarding is initiated) is incorrect because a match at initiation would trigger the first check, not the second. Option C (Personal Data Collection step completed) is incorrect because the rehire check occurs earlier, typically during initiation or Manage Pending Hires. Option D (match detected during Review New Hire Data) is incorrect because a match at this stage would not trigger a second check; it would resolve the rehire status.

NEW QUESTION # 44

How can you auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks.
- B. Create a scheduled batch job from Provisioning that archives the Offboarding tasks.
- C. Create a business rule that identifies the Offboarding tasks to archive.
- D. Enable Archive & Print in Provisioning.

Answer: B,C

Explanation:

Auto-archiving Offboarding tasks can be set up by creating a business rule to identify tasks that need archiving and by scheduling a batch job in Provisioning to archive those tasks systematically. This configuration supports compliance and efficient data management in Offboarding.

NEW QUESTION # 45

How can you configure the employee global assignment process in Onboarding? Note: There are 3 correct answers to this question.

- A. Configure a business rule using the Trigger Onboarding Global Assignment scenario.
- B. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object.
- C. Enable Global Assignment in Onboarding General Settings.
- D. Enable Context Switcher to allow the employee to toggle between current user profiles global assignments.
- E. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.

Answer: A,B,E

NEW QUESTION # 46

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- A. Data from Recruiting Management and Employee Central
- B. Email notifications
- C. All documents
- D. Custom data from MDF custom objects
- E. Documents with sensitive data

Answer: B,D,E

NEW QUESTION # 47

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