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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. IDoc
- B. OData
- C. SOAP
- D. RFC

Answer: B,C

NEW QUESTION # 54

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It is fully integrated with SAP SuccessFactors Employee Central.
- B. It provides more control and visibility to configure and administer processes.
- C. It allows multiple standard process flows for Onboarding scenarios.
- D. It allows a separate database for Onboarding.

Answer: A,B

Explanation:

SAP SuccessFactors Onboarding offers several key benefits, including enhanced control and visibility for configuring and managing onboarding workflows. Additionally, it is fully integrated with SAP SuccessFactors Employee Central, ensuring seamless data flow and eliminating data redundancy across onboarding and core HR processes.

NEW QUESTION # 55

How can you grant Onboarding access to the future manager of an internal hire?

Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group
- B. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors
- C. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group
- D. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions

Answer: A,B

NEW QUESTION # 56

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_ProcessClosurePeriodConfig
- B. ONB2_PreDay1AccessCheck
- C. ONB2_Initiate_Offboarding_Configuration
- D. ONB2_Select_Onboarding_Task_Configuration
- E. ONB2_InternalHire_Configuration

Answer: A,B,E

Explanation:

SAP SuccessFactors Onboarding includes several predefined business rules that automate and control various aspects of the onboarding process. These rules are configured in Configure Business Rules and are critical for standard process execution.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* ONB2_PreDay1AccessCheck (Option B): This rule determines whether new hires can access the system before their start date, controlling pre-onboarding tasks and notifications.

* ONB2_ProcessClosurePeriodConfig (Option C): This rule defines the period after which an onboarding process is considered closed, automating process completion and archiving.

* ONB2_InternalHire_Configuration (Option D): This rule configures settings for internal hires, such as profile selection or data transfer, ensuring proper handling of internal onboarding processes.

Option A (ONB2_Initiate_Offboarding_Configuration) is incorrect because it is not a predefined rule for onboarding; it pertains to offboarding. Option E (ONB2_Select_Onboarding_Task_Configuration) is incorrect because it is not a standard predefined rule in the system.

NEW QUESTION # 57

How is mobile functionality supported with Onboarding?

- A. Through the SAP SuccessFactors app only
- B. Through mobile browsers and the SAP SuccessFactors app
- C. Through Admin Center Mobile access only
- **D. Through mobile browsers only**

Answer: D

NEW QUESTION # 58

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