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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q30-Q35):

NEW QUESTION # 30

How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Manage Business Configuration
- B. Go to Admin Center > Manage Permission Roles > Metadata Framework
- C. Go to Admin Center > Configure Business Rules > Activate Rule ONB2_CustomDataCollectionCheck
- D. Go to Admin Center > Configure Object Definitions

Answer: D

Explanation:

To configure a custom object for use in Custom Data Collection within SAP SuccessFactors Onboarding, you must define the

custom object in the Metadata Framework (MDF). This is done through the Configure Object Definition tool in the Admin Center. The process involves creating or modifying a custom MDF object that can be used to store and collect additional data during the Onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide, the steps include:

- * Navigate to Admin Center > Configure Object Definitions.
 - * Create a new object or edit an existing one to define the fields required for data collection.
 - * Ensure the object is associated with the Onboarding process by linking it to the appropriate data collection step (e.g., Additional Data Collection).
 - * Configure visibility and permissions for the object to ensure it is accessible to relevant users (e.g., new hires or administrators).
- Option A (Configure Business Rules) is incorrect because the ONB2_CustomDataCollectionCheckrule is used to validate data collected, not to configure the custom object itself. Option C (Manage Permission Roles > Metadata Framework) is related to granting permissions but does not involve configuring the object. Option D (Manage Business Configuration) is used for configuring HRIS elements, not MDF objects for custom data collection.

NEW QUESTION # 31

How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?

Note: There are 2 correct answers to this question.

- A. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- B. Enable the Employment Profile Selection API
- C. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- D. Add the business rule to the Onboarding Configuration in Manage Data

Answer: A,D

Explanation:

The Employment Profile Selection page in SAP SuccessFactors Onboarding allows internal hires or employees undergoing legal entity transfers to select or confirm their employment profile. Enabling this feature requires specific configurations to trigger the page in the onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario (Option A): A business rule is created in Configure Business Rules with the Trigger Employment Profile Selection for Internal Hires scenario to activate the Employment Profile Selection page for relevant users.

* Add the business rule to the Onboarding Configuration in Manage Data (Option C): The business rule is added to the ONB2Processor related configuration object in Manage Data to integrate the Employment Profile Selection page into the onboarding process flow.

Option B (Enable the Employment Profile Selection API) is incorrect because there is no specific API for enabling this page; it is controlled by business rules. Option D (Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template) is incorrect because the welcome message template is unrelated to enabling the profile selection page.

NEW QUESTION # 32

A new hire receives an e-mail that contains a reset password link to access the SAP SuccessFactors system. Which e-mail template is generated in the Onboarding process for this to happen?

- A. (ONB) External User Welcome Message Template
- B. (ONB) New Hire Welcome Message
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) New Welcome Message Added Template

Answer: C

Explanation:

The "Welcome Message Notification with Reset Password Support Template" is used in SAP SuccessFactors Onboarding to send new hires a reset password link. This email template helps new hires access the system securely with their new credentials.

NEW QUESTION # 33

What standard business rules drive the data collection processes in Onboarding? Note: There are 3 correct answers to this question.

- A. ONB2_PreDay1AccessCheck
- B. ONB2_HMReviewCheck
- C. ONB2_CustomDataCollection Check
- D. ONB2_ECDataCollectionCheck
- E. ONB2_InternalHire_Configuration

Answer: B,C,D

NEW QUESTION # 34

Which role-based permissions apply only to Offboarding? Note: There are 2 correct answers to this question.

- A. Asset Task
- B. Knowledge Transfer Plan
- C. Meeting Task
- D. Document Flow

Answer: A,B

NEW QUESTION # 35

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With the four value statements of the Agile Manifesto in mind, in this chapter C_THR97_2411 Study Guide we consider what it means to have an agile approach to a project, as well as what it means to have an agile approach to estimating and planning.

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