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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q17-Q22):

NEW QUESTION # 17
How can you associate a custom object to an onboarding process?

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

Answer: D

Explanation:
Custom objects can be associated with onboarding processes by configuring them in "Configure Object Definitions" in Admin Center. This setup allows integration of custom data elements into the onboarding process for specific data collection needs.

NEW QUESTION # 18
What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. CustomPayType
- B. userAccountInfo
- C. JobClassificationCountry
- D. personalInfo
- E. CountrySpecificValidationConfiguration

Answer: C,D,E

NEW QUESTION # 19
How do you grant your administrator the ability to update the Onboarding Process Flows tool?

- A. Add the administrator to the SAP_ONB2_ErrorFlowAdmins group
- B. Add the administrator to the OnboardingBpeAdmin group
- C. Add the administrator to the OnboardingBPEServiceUser group
- D. Add the Process Management permission to the Onboarding administrator role

Answer: B

Explanation:
Adding the administrator to the OnboardingBpeAdmin group provides them with the necessary permissions to update and manage the Onboarding Process Flows tool. This group is designated for administrators responsible for overseeing onboarding process configurations.

NEW QUESTION # 20
What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite?
Note: There are 3 correct answers to this question.

- A. Map the desired fields using the Onboarding Integration Setup tool in Admin Center
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management
- C. Define the applicant status set for Onboarding in Recruiting Management
- D. Modify the Onboarding templates in Recruiting Management
- E. Modify the Onboarding Feature Permission on job requisition template XML files

Answer: B,C,E

NEW QUESTION # 21
What does the BizX Daily Rules Processing Batch job in Provisioning do for Onboarding?
Note: There are 3 correct answers to this question.

- A. Fetches the locations where new hires must join
- B. Updates the compliance metadata records
- C. Updates onboarding offboarding process flows
- D. Archives the tasks of onboarding offboarding processes
- E. Synchronizes metadata objects to the database

Answer: A,B,D

Explanation:
The BizX Daily Rules Processing Batch job in Provisioning supports Onboarding by updating compliance metadata, fetching the locations of new hires, and archiving completed onboarding/offboarding tasks. These functions help ensure the smooth operation and management of onboarding processes.

NEW QUESTION # 22

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