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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q26-Q31):

NEW QUESTION # 26
You have configured custom data collection and uploaded the forms in Maintain Onboarding and Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?
Note: There are 3 correct answers to this question.

- A. Choose the MDF custom object as the base object
- B. Select the fields from the MDF custom object in the Target Field column
- C. Select Direct in the Mapping Type column
- D. Create a business rule
- E. Select Rule in the Mapping Type column

Answer: A,B,C

Explanation:

To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, you need to link the fields in the uploaded document template to the fields in a custom MDF (Metadata Framework) object used for data collection. This is done through theMaintain Onboarding and Offboarding Document Templatestool in Admin Center.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* Choose the MDF custom object as the base object(Option A): The custom MDF object, created in Configure Object Definitions, serves as the base object for the data collection fields. You select this object to map its fields to the document template.
* Select the fields from the MDF custom object in the Target Field column(Option C): In the mapping configuration, you specify the target fields from the MDF custom object that correspond to the document fields, ensuring data is correctly captured.
* Select Direct in the Mapping Type column(Option D): TheDirectmapping type is used to establish a one-to-one relationship between the document field and the MDF object field, allowing data to flow directly from the form to the system.
Option B (Select Rule in the Mapping Type column) is incorrect because theRulemapping type is used for dynamic calculations or conditions, not for standard field mapping. Option E (Create a business rule) is incorrect because business rules are used for validation or triggering actions, not for mapping document fields to MDF fields.

NEW QUESTION # 27
What rules do you have to configure for the Review New Hire Data Personal Data Collection steps? Note: There are 2 correct answers to this question.

- A. SAP_ONB2_DataCollection ConfigSelect
- B. SAP_ONB2_PreDay 1AccessCheck
- C. SAP_ONB2_ECDataCollectionCheck
- D. SAP_ONB2_HMReviewCheck

Answer: C,D

NEW QUESTION # 28
When you use an external applicant tracking system to initiate the internal hire process, what two attributes are required to identify the employee?

- A. ID, Date of Hire
- B. Employee ID, Date of Hire
- C. Name, Date of Birth
- D. Employee ID, Name

Answer: D

Explanation:
When initiating the internal hire process with an external applicant tracking system, "Employee ID" and "Name" are required to identify the employee, ensuring accurate matching and continuity of the candidate's profile data within SAP SuccessFactors.

NEW QUESTION # 29
Which object permissions are used for embedded signatures? Note: There are 2 correct answers to this question.

- A. Sign Document
- B. Consent
- C. Signature
- D. Document Signature

Answer: B,C

NEW QUESTION # 30
What type of status should a candidate be in to successfully initiate Onboarding?

- A. None
- B. Hired
- C. Initiate onboarding

- D. Hireable

Answer: D

Explanation:
For onboarding to be initiated, a candidate's status must be set to "Hireable." This status confirms the candidate is eligible for onboarding processes to begin, aligning with the hiring workflow in SAP SuccessFactors.

NEW QUESTION # 31
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