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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q51-Q56):

### NEW QUESTION # 51

Which Onboarding process is supported for external HRIS integrations?

- A. Internal Hire process
- B. Crossboarding process
- C. **Onboarding process**
- D. Offboarding process

**Answer: C**

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

### **NEW QUESTION # 52**

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

**Answer: A,D**

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

### **NEW QUESTION # 53**

Which onboarding processes are supported by the function automatic hiring in Onboarding?

Note: There are 3 correct answers to this question.

- A. Rehire with New Employment
- B. Regular Hire
- C. Global Assignment
- D. Rehire
- E. Concurrent Employment

**Answer: A,B,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Automatic Hiring in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Supported Onboarding Processes"

### **NEW QUESTION # 54**

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

- A. Additional Data Collection
- B. Manager Review
- C. Document Flow
- D. Compliance Forms
- E. Employee Review

**Answer: B,C,E**

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Standard Offboarding Process Steps" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

### **NEW QUESTION # 55**

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a custom MDF object
- B. Configure the visibility of the custom MDF object
- C. Create a UI in Manage Configuration UI for the custom MDF object
- D. Link the custom MDF object to the custom task

**Answer: A,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Creating Custom Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Configuration"

## NEW QUESTION # 56

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