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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q47-Q52):

NEW QUESTION # 47

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after an automatic process restart.
- B. Data captured from the onboarding process will be replaced by data from Recruiting.
- C. Data captured from the onboarding process can be retained after a manual or automatic process restart.
- D. **Data captured from the onboarding process can be retained after a manual process restart.**

Answer: D

NEW QUESTION # 48

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Skip the step by selecting the option from the Action menu in the Onboarding dashboard.
- B. **Create a process variant without a Review New Hire Data step.**
- C. Define a business rule using the Update Onboarding or Offboarding Process Object scenario.
- D. Cancel the Review New Hire Data task from the Onboarding dashboard.

Answer: B

NEW QUESTION # 49

What actions do you need to take to use the UI for a custom data collection object in the Additional Data Collection step?

Note: There are 3 correct answers to this question.

- A. Enable the Admin Configuration tool in Provisioning
- B. **Create a configuration UI object with a specified ID**
- C. Use a business rule for the object's visibility
- D. **Go to Admin Center > Manage Configuration UI**
- E. **Enable Intelligent Services**

Answer: B,D,E

NEW QUESTION # 50

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_DataCollectionConfigSelect
- B. **SAP_ONB2_ECDDataCollectionCheck**
- C. SAP_ONB2_PreDay1AccessCheck
- D. **SAP_ONB2_HMReviewCheck**

Answer: B,D

Explanation:

Business rules in SAP SuccessFactors Onboarding are essential for automating and validating processes like the Review New Hire Data and Personal Data Collection steps. These rules ensure that data is collected correctly and reviewed by the appropriate users. According to the SAP SuccessFactors Onboarding Implementation Guide:

* SAP_ONB2_ECDDataCollectionCheck (Option B): This rule is configured in Configure Business Rules to validate data collected during the Personal Data Collection step, ensuring it meets Employee Central requirements (e.g., mandatory fields are completed).

* SAP_ONB2_HMReviewCheck (Option D): This rule assigns the Review New Hire Data step to the hiring manager and ensures that the collected data is reviewed for accuracy before proceeding in the onboarding process.

Option A (SAP_ONB2_DataCollectionConfigSelect) is incorrect because it is not a standard rule for these steps; it does not exist in the system. Option C (SAP_ONB2_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection or review.

NEW QUESTION # 51

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_DataCollectionConfigSelect
- B. **SAP_ONB2_ECDDataCollectionCheck**
- C. SAP_ONB2_PreDay1AccessCheck
- D. **SAP_ONB2_HMReviewCheck**

Answer: B,D

NEW QUESTION # 52

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The child objects in this case inherit the permissions C-THR97-2411 given to the user's group. They can be used in both the presentation and business layers of the application.

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