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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

### NEW QUESTION # 41

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

**Answer: C**

Explanation:

In SAP SuccessFactors Onboarding, when a process restart is triggered manually, it allows data retention from the onboarding

process, helping maintain consistency and ensuring the data previously entered is not lost unless explicitly reset.

#### NEW QUESTION # 42

Which object permission allows participants to cancel the Onboarding process flow?

- A. Process Trigger
- **B. Process**
- C. Configure Object Definitions
- D. Cancel Onboarding Permission

**Answer: B**

#### NEW QUESTION # 43

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

Note: There are 2 correct answers to this question.

- **A. Create a UI using the UI Template Editor.**
- B. Create email notifications for the custom task.
- **C. Create a custom MDF object.**
- D. Define a business rule for the custom task.

**Answer: A,C**

Explanation:

Custom tasks for offboarding programs can be created by developing a custom MDF object, which enables the configuration of unique tasks tailored to the offboarding process. Additionally, creating a user interface through the UI Template Editor allows these tasks to be displayed and managed effectively within the SuccessFactors system.

#### NEW QUESTION # 44

Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- A. Contingent workers
- **B. Manager**
- **C. All employees**
- D. External employees
- **E. Administrator**

**Answer: B,C,E**

Explanation:

Offboarding in SAP SuccessFactors involves multiple stakeholders who need specific role-based permissions (RBPs) to complete tasks like exit surveys, asset returns, or process initiation. The permissions are assigned based on the roles involved in the offboarding process.

According to the SAP SuccessFactors Offboarding Configuration Guide:

\* Administrator(Option A): Administrators require permissions like Manage Onboarding or Offboarding to initiate and oversee the offboarding process, configure tasks, and monitor completion.

\* Manager(Option C): Managers of the exiting employee need permissions to complete tasks such as reviewing exit data or approving knowledge transfer, typically assigned via roles like Complete Data Collection Tasks.

\* All employees(Option D): Existing employees (offboardees) need permissions, such as OnboardingExternalUser or equivalent offboarding permissions, to access and complete their assigned tasks, like exit surveys or personal data updates.

Option B (External employees) is incorrect because external employees are not typically involved in offboarding processes. Option E (Contingent workers) is incorrect because contingent workers are managed separately and do not usually participate in standard offboarding tasks.

#### NEW QUESTION # 45

If a responsibility group is NOT assigned to an onboarding task who will be assigned by default?

- A. The Onboarding Administrator will be considered as responsible owner.
- **B. The Hiring Manager will be considered as responsible owner.**
- C. The Recruiter will be considered as responsible owner.
- D. The HR Manager will be considered as responsible owner.

**Answer: B**

#### **NEW QUESTION # 46**

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