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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q55-Q60):**

### **NEW QUESTION # 55**

Which admin tools allow you to create custom tokens in emails for Onboarding?

Note: There are 3 correct answers to this question.

- A. Document Generation - Manage Document Template Mapping
- B. Email Services
- C. Configure Business Rules
- D. Document Generation - Manage Document Template
- E. Maintain Onboarding and Offboarding Document Templates

**Answer: A,B,D**

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Email Notifications with Custom Tokens" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services and Document Generation"

### **NEW QUESTION # 56**

How can you create a new hire Onboarding record?

Note: There are 3 correct answers to this question.

- A. By using Add New Hire to Onboarding in Admin Center
- B. By integrating with an external applicant tracking system
- C. By importing a CSV file in Admin Center
- D. By importing a CSV file through Integration Center
- E. By integrating with SAP SuccessFactors Recruiting Management

**Answer: A,B,E**

Explanation:

Reference:

SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

### **NEW QUESTION # 57**

Which Onboarding process is supported for external HRIS integrations?

□

- A. Crossboarding process
- B. Internal Hire 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 # 58**

How can you grant Onboarding access to the future manager of an internal hire?

Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group
- B. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group
- C. Add the picklist code managers (internal hire) to the jobReType picklist in SAP SuccessFactors
- D. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions

**Answer: B,C**

#### **NEW QUESTION # 59**

What are the standard Offboarding process steps?

Note: There are 3 correct answers to this question.

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

**Answer: A,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 # 60**

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