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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q22-Q27):

NEW QUESTION # 22

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Manage Workflows
- C. Employee Central Effective Dated Entities
- D. Employee Central API

Answer: A,D

Explanation:

Configuring the "Employee Data" and "Employee Central API" permission categories enables access to specific data fields required during Onboarding data collection steps. These permissions allow control over the visibility and accessibility of personal and

employment data for users in the onboarding process.

NEW QUESTION # 23

What is an Offboarding program?

- A. A list of exit survey questions completed by the exiting employee
- **B. Both predefined custom tasks completed by the manager exiting employee**
- C. Predefined tasks that are completed by the manager exiting employee
- D. Custom tasks that are completed by the manager exiting employee

Answer: B

NEW QUESTION # 24

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite? Note: There are 3 correct answers to this question.

- A. Modify the Onboarding templates in Recruiting Management.
- **B. Modify the Onboarding Feature Permission on job requisition template XML files.**
- **C. Define the applicant status set for Onboarding in Recruiting Management.**
- **D. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.**
- E. Map the desired fields using the Onboarding Integration Setup tool in Admin Center.

Answer: B,C,D

NEW QUESTION # 25

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. Customers can grant access to the dashboard to partners.**
- B. It can be used in all SAP S/4HANA Cloud editions.
- **C. It can be accessed by using SAP For Me.**
- D. Customers can use the dashboard in the dev test production tenants.

Answer: A,C

NEW QUESTION # 26

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure the Offboarding process
- B. Ability to manage Offboarding content
- C. Ability to configure Offboarding email templates
- **D. Ability to configure Offboarding programs**

Answer: D

Explanation:

The ONB2OffboardingActivitiesConfig permission in SAP SuccessFactors Offboarding controls access to specific administrative functions related to the configuration of Offboarding programs.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Ability to configure Offboarding programs (Option A): The ONB2OffboardingActivitiesConfig permission allows users to define and customize Offboarding programs, including setting up tasks, assigning responsibilities, and configuring the sequence of activities for exiting employees and managers.

Option B (Ability to manage Offboarding content) is incorrect because content management (e.g., documents or forms) is handled by other permissions, such as Manage Documents. Option C (Ability to configure the Offboarding process) is incorrect because it is too broad; the permission specifically focuses on program configuration, not the entire process. Option D (Ability to configure Offboarding email templates) is incorrect because email template configuration is managed through Email Services, not this permission.

NEW QUESTION # 27

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