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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q73-Q78):

NEW QUESTION # 73
What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process Trigger
- B. ONB2Process Task
- C. ONB2ProcessVariant
- D. ONB2Process

Answer: D

NEW QUESTION # 74
What are some of the required configurations for integration of an external HRIS with SAP SuccessFactors Onboarding?
Note: There are 3 correct answers to this question.

- A. Create an export of new hire data using only a middleware system
- B. Configure the Onboarding data model
- C. Configure all the Event Reasons
- D. Import Employee Data using Integration Center or OData APIs
- E. Create an export of new hire data using Integration Center or OData APIs

Answer: B,D,E

Explanation:
Integrating an external HRIS with SAP SuccessFactors Onboarding requires configuring data transfers and aligning the data model to ensure seamless onboarding processes.
According to the SAP SuccessFactors Onboarding and Integration Guide:
* Import Employee Data using Integration Center or OData APIs(Option B): Employee data from the external HRIS must be imported into SuccessFactors usingIntegration CenterorOData APIsto create onboarding records and populate fields like personalInfo or jobInfo.
* Configure the Onboarding data model(Option C): The Onboarding data model must be configured to map fields from the external HRIS to SuccessFactors entities (e.g., personalInfo, jobInfo), ensuring data compatibility.
* Create an export of new hire data using Integration Center or OData APIs(Option E): New hire data may need to be exported back to the external HRIS for synchronization, usingIntegration Centeror OData APIsto maintain consistency.
Option A (Create an export using only a middleware system) is incorrect because exports can use Integration Center or APIs, not just middleware. Option D (Configure all the Event Reasons) is incorrect because only relevant event reasons (e.g., hire, termination) need configuration, not all.

NEW QUESTION # 75
Which new hire data is used for the Pre-onboarding Rehire Verification in the Onboarding process?
Note: There are 2 correct answers to this question.

- A. Data captured during the Personal Data Collection/Paperwork step
- B. Data from the applicant tracking system
- C. Data captured during the Review New Hire Data step
- D. Data coming from the Add New Hire to Onboarding tool

Answer: A,B

NEW QUESTION # 76
Which type of Onboarding data is included in the Read Audit Reports feature? Note: There are 3 correct answers to this question.

- A. Documents with sensitive data
- B. E-mail notifications
- C. Data from Recruiting Management Employee Central
- D. Custom data from MDF custom objects
- E. All documents

Answer: B,C,D

NEW QUESTION # 77
How can you make new hire documents visible to onboarding participants?

- A. Define business rules for the document templates.
- B. Create a custom card on the homepage and insert a document link in the content.

- C. Provide permission for Manage Documents.
- D. Provide permission to the SuccessFactors Document Management System.

Answer: A

Explanation:
Defining business rules for document templates allows new hire documents to be accessible to onboarding participants. This configuration ensures that required documents are visible to those involved in the onboarding process, supporting a smooth document management experience.

NEW QUESTION # 78
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