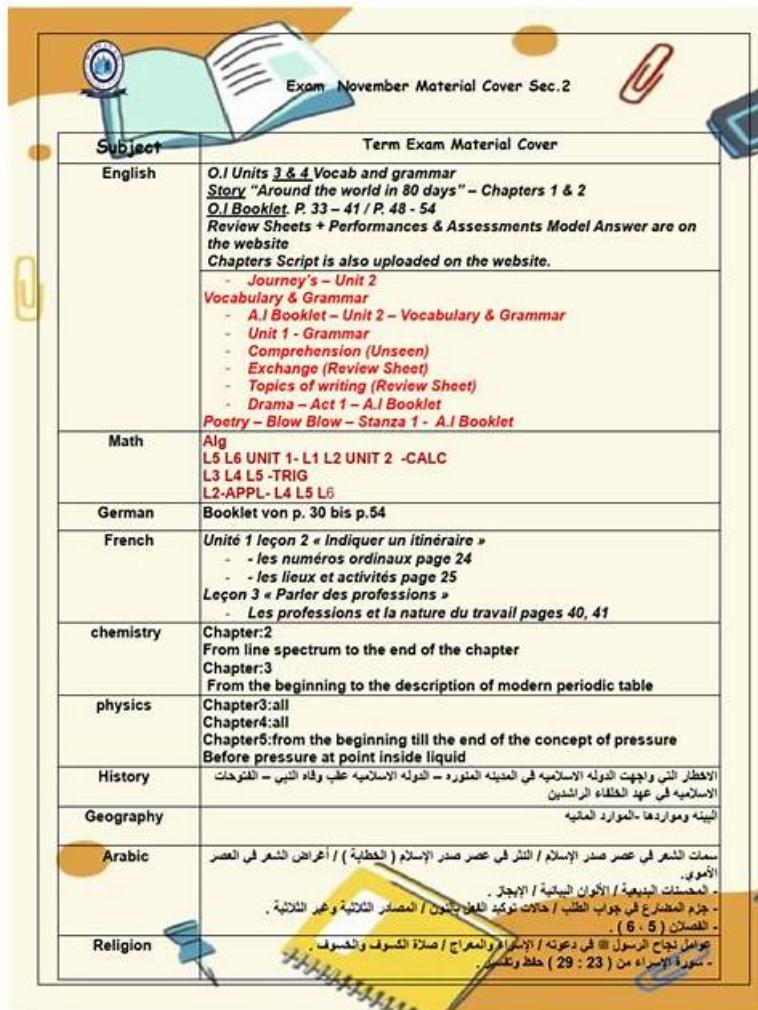


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q34-Q39):

NEW QUESTION # 34

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

Answer: B,D

NEW QUESTION # 35

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Meeting Task
- B. Document Flow
- C. Asset Task
- D. Knowledge Transfer Plan

Answer: C,D

Explanation:

Role-based permissions (RBPs) in SAP SuccessFactors Offboarding are specific to tasks unique to the offboarding process, distinguishing them from onboarding or other modules. These permissions ensure that only authorized users can perform offboarding-specific activities.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Knowledge Transfer Plan(Option A): This permission allows users (e.g., managers or HR) to create and manage knowledge transfer plans, a task specific to offboarding to ensure critical knowledge is shared before an employee leaves.

* Asset Task(Option D): This permission enables users to manage tasks related to the return of company assets (e.g., laptops, badges), which is a common offboarding activity.

Option B (Document Flow) is incorrect because document flow permissions apply to both onboarding and offboarding for managing document routing and signatures. Option C (Meeting Task) is incorrect because meeting-related tasks are not specific to offboarding and can apply to other modules.

NEW QUESTION # 36

What is an Offboarding program?

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

Answer: A

NEW QUESTION # 37

How can you add a final review step in an onboarding process?

Note: There are 3 correct answers to this question.

- A. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.

- B. Add the Final Review step using Process Variant Manager.
- C. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.
- D. Define a business rule using the Assign Responsible Group for Data Review.
- E. Enable Final Review in Onboarding General Settings.

Answer: A,B,D

Explanation:

A final review step can be incorporated into the onboarding process by utilizing the Process Variant Manager to add the step, defining a business rule to assign responsible groups for data review, and configuring task participation through the DEFAULT_ONB2_CONFIG object. These configurations ensure data accuracy and completeness before the onboarding process concludes.

NEW QUESTION # 38

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

- A. ONB2ProcessTrigger
- B. ONB2ProcessVariant
- C. ONB2ProcessTask
- D. ONB2Process

Answer: D

Explanation:

The restart feature in SAP SuccessFactors Onboarding allows administrators to restart an onboarding process for a new hire, typically when errors occur or data needs to be corrected. This feature is managed through a specific Metadata Framework (MDF) object that controls the process flow.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* TheONB2Processobject (Option A) is the primary MDF object used to configure and manage the onboarding process, including the restart feature. This object stores process-related data and settings, such as the process status and conditions for restarting. Administrators can configure rules or settings within this object to enable process restarts, either manually or automatically, based on specific triggers.

Option B (ONB2ProcessTask) is incorrect because it manages individual tasks within the process, not the overall process restart.

Option C (ONB2ProcessTrigger) is incorrect because it is used for initiating processes or tasks, not for handling restarts. Option D (ONB2ProcessVariant) is incorrect because it defines variations of the onboarding process, not the restart functionality.

NEW QUESTION # 39

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