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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q47-Q52):

NEW QUESTION # 47

Which data model contains job-related data about an employee, such as compensation data?

- A. Succession Data Model
- B. Corporate Data Model

- C. Country-Specific Corporate Data Model
- D. Country-Specific Succession Data Model

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION # 48

How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate from an external HRIS
- B. Mass import with a CSV file
- C. Integrate with SAP SuccessFactors Employee Central
- D. Manually start the process within Offboarding

Answer: C

NEW QUESTION # 49

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding? Note: There are 3 correct answers to this question.

Solution

The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:

- **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.
- **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.
- **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.

Reference: <https://learning.sap.com/>

So, the correct answers are **A, C, and E**.

- A. SAP ERP Integration
- B. intelligent Services
- C. DocuSign Adaptor
- D. Employee Central V2
- E. Business Process Engine

Answer: A,B,E

NEW QUESTION # 50

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Enable Archive & Print in Provisioning
- B. Create a business rule that identifies the Offboarding tasks to archive
- C. Create a scheduled batch job from Provisioning that archives the Offboarding tasks
- D. Create a scheduled batch job from the front-end system to archive the Offboarding tasks

Answer: B,C

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Archiving Offboarding Tasks" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Data Management"

NEW QUESTION # 51

You have configured custom data collection and uploaded the forms in Maintain Onboarding and Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Select Rule in the Mapping Type column
- **B. Choose the MDF custom object as the base object**
- **C. Select the fields from the MDF custom object in the Target Field column**
- **D. Select Direct in the Mapping Type column**
- E. Create a business rule

Answer: B,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Mapping Document Fields to Custom Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Document Template Management"

NEW QUESTION # 52

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