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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q79-Q84):

NEW QUESTION # 79
What are some of the steps that can be added to a process using the Process Variant Manager?
Note: There are 3 correct answers to this question.

- A. Compliance Forms
- B. Create New Hire Tasks
- C. New Hire Verification
- D. Additional Onboarding Data Collection
- E. New Employee

Answer: A,B,D

Explanation:
The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding workflows by adding various steps to align with organizational needs. "Create New Hire Tasks" and "Additional Onboarding Data Collection" help streamline task assignments and data collection, while "Compliance Forms" ensure that legal and regulatory documentation requirements are met during onboarding.

NEW QUESTION # 80
What does the BizX Daily Rules Processing Batch job in Provisioning do for Onboarding? Note: There are 3 correct answers to this question.

- A. Archives the tasks of onboarding offboarding processes
- B. Updates onboarding offboarding process flows
- C. Fetches the locations where new hires must join.
- D. Updates the compliance metadata records
- E. Synchronizes metadata objects to the database

Answer: A,C,D

NEW QUESTION # 81
Which permission roles are created for Onboarding by default in SAP SuccessFactors?
Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. OnboardingBPEServiceUser
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingExternalUser

Answer: A,D

Explanation:
SAP SuccessFactors Onboarding includes several default permission roles to manage the onboarding process.
These roles are preconfigured to assign specific responsibilities to users involved in onboarding tasks.
According to the SAP SuccessFactors Onboarding Configuration Guide:
* OnboardingBPEAdmin(Option A): This role is created by default and grants administrative access to manage onboarding processes, configure settings, and oversee business process engine (BPE) tasks.
* OnboardingExternalUser(Option B): This role is assigned to new hires (external users) to allow them to access the Onboarding system for tasks like completing personal data collection or signing documents.
Option C (SAP_ONB2_RehireCoordinator) is incorrect because it is not a default role; it is a dynamic group or custom role created for rehire processes. Option D (OnboardingBPEServiceUser) is incorrect because it is a system-level role for background processes, not a default role assigned to users.

NEW QUESTION # 82
Which processes or functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?
Note: There are 2 correct answers to this question.

- A. Offboarding for terminating employees
- B. Internal hire from transferring employees
- C. Onboarding for new hires
- D. Process restart for new hires

Answer: C,D

Explanation:
When integrated with an external HRIS, SAP SuccessFactors Onboarding supports functionalities such as onboarding new hires and enabling process restarts. These features help ensure a seamless onboarding process with external HRIS systems.

NEW QUESTION # 83
How can you create a custom task for an onboarding program?
Note: There are 2 correct answers to this question.

- A. Create a UI in Manage Configuration UI for the custom MDF object.
- B. Create a custom MDF object.
- C. Configure the visibility of the custom MDF object.
- D. Link the custom MDF object to the custom task.

Answer: B,D

Explanation:
Custom tasks for onboarding programs can be created using custom MDF (Metadata Framework) objects within SAP SuccessFactors. The custom MDF object serves as the foundation for the task, which can then be linked to an onboarding program. This approach allows for the customization and flexibility needed to adapt to unique onboarding processes.

NEW QUESTION # 84
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Answer D is incorrect because IPsec is a protocol C_THR97_2411 used to secure packets sent between a source and a target, If done well, this new regulatory framework could provide clarity and guidance about what C_THR97_2411 Reliable Exam Blueprint behavior is lawful if not desirable) and balance concerns of access, competition, and privacy.

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