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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q38-Q43):

NEW QUESTION # 38
Which admin tools allow you to create custom tokens in e-mails for Onboarding?
Note: There are 3 correct answers to this question.

- A. Maintain Onboarding Offboarding Document Templates
- B. Document Generation - Manage Document Template
- C. Email Services
- D. Document Generation - Manage Document Template Mapping
- E. Business Rules

Answer: B,C,D

Explanation:
Email Services, Document Generation - Manage Document Template, and Document Generation - Manage Document Template

Mapping allow administrators to create custom tokens for onboarding emails. These tools provide options to include personalized data within email communications.

NEW QUESTION # 39

A new hire receives an email that contains a reset password link to access the SAP SuccessFactors system.
Which email template is generated in the Onboarding process for this to happen?

- A. (ONB) External User Welcome Message Template
- B. (ONB) New Welcome Message Added Template
- C. Welcome Message Notification with Reset Password Support Template
- D. (ONB) New Hire Welcome Message

Answer: A

Explanation:
In SAP SuccessFactors Onboarding, when a new hire is initiated into the system, an email is sent to provide access credentials, including a reset password link for external users (new hires who have not yet become internal employees). This is handled by the(ONB) External User Welcome Message Template, which is specifically designed to communicate with external users during the Onboarding process.
According to the SAP SuccessFactors Onboarding Implementation Guide:
* The(ONB) External User Welcome Message Templateis triggered when a new hire is added to the Onboarding process, typically during the initiation phase or when the new hire is moved to theManage Pending Hiresstep. This email includes a link for the new hire to reset their password and access the SuccessFactors system as an external user.
Option A (Welcome Message Notification with Reset Password Support Template) is incorrect because this is not a standard template in Onboarding. Option C ((ONB) New Welcome Message Added Template) does not exist in the system. Option D ((ONB) New Hire Welcome Message) is incorrect because this template is used for general welcome communication, not specifically for password reset links.

NEW QUESTION # 40

Who should be provided role-based permissions to perform Offboarding? Note: There are 3 correct answers to this question.

- A. All employees
- B. Manager
- C. External employees
- D. Administrator
- E. Contingent workers

Answer: A,B,D

NEW QUESTION # 41

What are some benefits of the SAP SuccessFactors Onboarding solution? Note: There are 2 correct answers to this question.

- A. It allows multiple standard process flows for Onboarding scenarios.
- B. It allows a separate database for Onboarding.
- C. It provides more control visibility to configure administer processes.
- D. It is fully integrated with SAP SuccessFactors Employee Central.

Answer: C,D

NEW QUESTION # 42

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. Configure the visibility of the custom MDF object
- C. Create a custom MDF object

- D. Link the custom MDF object to the custom task

Answer: C,D

Explanation:
Creating a custom task for an onboarding program in SAP SuccessFactors Onboarding involves defining a new task structure and associating it with the program. This typically requires using Metadata Framework (MDF) objects to store task-related data. According to the SAP SuccessFactors Onboarding Implementation Guide:
* Create a custom MDF object(Option A): A custom MDF object is created inConfigure Object Definitionsto define the fields and structure of the custom task (e.g., task name, due date, or assignee).
* Link the custom MDF object to the custom task(Option B): The custom MDF object is linked to the task in the onboarding program configuration (e.g., viaProcess Variant ManagerorManage Onboarding Programs) to ensure the task is included in the process flow.
Option C (Configure the visibility of the custom MDF object) is incorrect because visibility is configured for data collection steps, not directly for tasks. Option D (Create a UI in Manage Configuration UI) is incorrect because creating a UI is optional for administrative purposes and not required for task creation.

NEW QUESTION # 43

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