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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q20-Q25):

NEW QUESTION # 20
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 insert a document link on the content.
- C. Provide permission for Manage Documents.
- D. Provide permission to the SuccessFactors Document Management System.

Answer: A

NEW QUESTION # 21
Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after an automatic process restart.
- B. Data captured from the onboarding process will be replaced by data from Recruiting.
- C. Data captured from the onboarding process can be retained after a manual or automatic process restart.
- D. Data captured from the onboarding process can be retained after a manual process restart.

Answer: D

Explanation:
In SAP SuccessFactors Onboarding, when a process restart is triggered manually, it allows data retention from the onboarding process, helping maintain consistency and ensuring the data previously entered is not lost unless explicitly reset.

NEW QUESTION # 22
What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External User Visibility tool?
Note: There are 3 correct answers to this question.

- A. personalInfo
- B. JobClassificationCountry
- C. CustomPayType
- D. userAccountInfo
- E. CountrySpecificValidationConfiguration

Answer: A,B,E

NEW QUESTION # 23
How do you add custom tokens to e-mail templates for Onboarding? Note: There are 3 correct answers to this question.

- A. Use format {fieldID} to add custom tokens in the subject body of the e-mail in Email Services.
- B. Map the field names on the document template to fields defined in Onboarding.
- C. Add field names on the content of the document template.
- D. Create a document template using Document Generation.
- E. Create a document template for custom tokens using Maintain Onboarding Offboarding Document Templates.

Answer: A,B,D

NEW QUESTION # 24
How do you configure the Rehire with Old Employment function in Onboarding?
Note: There are 3 correct answers to this question.

- A. Assign the Rehire Inactive Employee permission
- B. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group
- C. Create a responsible group for rehire coordinators
- D. Enable Allow Rehire with Old Employment Switch on Onboarding General Settings
- E. Identify the data used to match records using the Hire/Rehire Configuration object

Answer: A,D,E

NEW QUESTION # 25
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