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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q28-Q33):

NEW QUESTION # 28
How can you add a Final Review step in an onboarding process?
Note: There are 3 correct answers to this question.

- A. Add the Final Review step using Process Variant Manager
- B. Enable Final Review in Onboarding General Settings
- C. Add the Personal Data Collection step in the onboarding process using Process Variant Manager
- D. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG
- E. Define a business rule using the Assign Responsible Group for Data Review

Answer: A,D,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Final Review Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Customizing Onboarding Process Steps"

NEW QUESTION # 29
In the Onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire?
Note: There are 2 correct answers to this question.

- A. Personal Data Collection
- B. Compliance Forms
- C. Additional Data Collection
- D. Document Flow

Answer: B,C

NEW QUESTION # 30
How can you create a new hire Onboarding record?
Note: There are 3 correct answers to this question.

- A. By integrating with an external applicant tracking system
- B. By importing a CSV file in Admin Center
- C. By integrating with SAP SuccessFactors Recruiting Management
- D. By importing a CSV file through Integration Center
- E. By using Add New Hire to Onboarding in Admin Center

Answer: A,C,E

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Creating Onboarding Records" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Initiation Methods"

NEW QUESTION # 31
How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

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

Answer: C

NEW QUESTION # 32

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

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

Answer: D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Process Restart" SAP SuccessFactors Onboarding Study Guide, Topic: "MDF Objects for Process Management"

NEW QUESTION # 33

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