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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q22-Q27):

NEW QUESTION # 22

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.

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

Answer: A,B,C

NEW QUESTION # 23

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To create a transfer event and update the employee profile record
- B. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- C. To send data from Recruiting Management to Onboarding
- D. To initiate the internal hire process using the transfer event

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION # 24

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 process restart
- D. Data captured from the onboarding process can be retained after a manual or automatic process restart

Answer: A

NEW QUESTION # 25

What standard business rules drive the data collection processes in Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_PreDay1AccessCheck
- B. ONB2_ECDataCollectionCheck
- C. ONB2_InternalHire_Configuration
- D. ONB2_CustomDataCollectionCheck
- E. ONB2_HMReviewCheck

Answer: B,D,E

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection" SAP SuccessFactors Onboarding Study Guide, Topic: "Data Collection Automation"

NEW QUESTION # 26

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- **A. The check is performed when Onboarding is initiated**
- B. The check is performed during Manage Pending Hires
- C. The check is performed at the Review New Hire Data step
- **D. The check is performed after the Personal Data Collection step is completed**

Answer: A,D

NEW QUESTION # 27

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