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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q48-Q53):

NEW QUESTION # 48

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Manage Business Configuration
- B. Manage Configuration UI
- **C. Manage Data**
- D. Rehire Inactive Employee

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 49

Which business rule allows the offboarder to edit their personal information?

- **A. ONB2_OFB_EmployeeReviewCheck**
- B. ONB2_OFB_ManagerReviewCheck
- C. ONB2ResponsibilityConfig
- D. ONB2SelectOffboardingActivitiesConfig

Answer: A

Explanation:

Reference:

SAP SuccessFactors Offboarding Implementation Guide, Section: "Business Rules for Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Process Configuration"

NEW QUESTION # 50

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

Note: There are 3 correct answers to this question.

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

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 # 51

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- **A. Add the administrator to OnboardingBPEServiceUser group**
- B. Add the administrator to SAP_ONB2_ErrorFlowAdmins group
- C. Add the Process Management permission to the Onboarding administrator role
- D. Add the administrator to OnboardingBpeAdmin group

Answer: A

NEW QUESTION # 52

Why would you set permissions for each type of Offboarding task?

- A. To define who completes each offboarding task
- B. To define who can complete both offboarding and onboarding tasks
- C. To define who completes each offboarding activity
- D. To define who completes each offboarding program

Answer: A

Explanation:

Reference:

SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 53

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