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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q27-Q32):

### NEW QUESTION # 27

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are NOT available?

- A. Assign the Complete Data Collection Tasks in Role-Based Permissions.
- B. Assign the hiring manager role to the users who will complete the onboarding tasks.
- C. Assign the proxy module access for Employee Central + Employee Profile Onboarding.
- D. Assign the Additional Data Permission in Role-Based Permissions.

**Answer: A**

**Explanation:**

To enable other users to complete onboarding tasks on behalf of unavailable hiring managers, the "Complete Data Collection Tasks" permission should be assigned. This permission allows designated users to step in and manage essential onboarding tasks, ensuring continuity in the process.

### NEW QUESTION # 28

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

**Answer: A**

Explanation:

Configuring Hire/Rehire parameters in SAP SuccessFactors Onboarding involves defining the fields used to match new hire data against existing employee records to identify potential rehires. This is done through a specific admin tool.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Manage Data (Option C): The Manage Data tool in Admin Center is used to configure the Hire/Rehire Configuration generic object, where administrators define matching criteria such as National ID, First Name, Last Name, or Date of Birth to identify potential rehires during the onboarding process.

Option A (Manage Business Configuration) is incorrect because it is used for configuring HRIS elements in Employee Central, not rehire parameters. Option B (Rehire Inactive Employee) is incorrect because it is an action, not a configuration tool. Option D (Manage Configuration UI) is incorrect because it is used for customizing user interfaces, not configuring rehire matching fields.

### NEW QUESTION # 29

Which RBP permission will show you the Onboarding/Offboarding tools in Admin Center?

- A. Administrate Onboarding or Offboarding Content
- B. Onboarding Admin Configuration Item
- C. Manage Onboarding or Offboarding
- D. Show Onboarding Tasks Status on the Dashboard

**Answer: C**

### NEW QUESTION # 30

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

**Answer: B**

### NEW QUESTION # 31

How do you enable the Employment Profile Selection page in SAP SuccessFactors Onboarding?

Note: There are 2 correct answers to this question.

- A. Add the business rule to the Onboarding Configuration in Manage Data
- B. Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template
- C. Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario
- D. Enable the Employment Profile Selection API

**Answer: A,C**

Explanation:

The Employment Profile Selection page in SAP SuccessFactors Onboarding allows internal hires or employees undergoing legal entity transfers to select or confirm their employment profile. Enabling this feature requires specific configurations to trigger the page in the

onboarding process.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Create a business rule using Trigger Employment Profile Selection for Internal Hires scenario (Option A): A business rule is created in Configure Business Rules with the Trigger Employment Profile Selection for Internal Hires scenario to activate the Employment Profile Selection page for relevant users.

\* Add the business rule to the Onboarding Configuration in Manage Data (Option C): The business rule is added to the ONB2Processor related configuration object in Manage Data to integrate the Employment Profile Selection page into the onboarding process flow.

Option B (Enable the Employment Profile Selection API) is incorrect because there is no specific API for enabling this page; it is controlled by business rules. Option D (Enable and configure the (ONB) Legal Entity Transfer User Welcome Message Template) is incorrect because the welcome message template is unrelated to enabling the profile selection page.

## NEW QUESTION # 32

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