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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q58-Q63):

NEW QUESTION # 58

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- A. Manage Documents
- **B. Manage Document Template Mapping**
- C. Manage Document Visibility
- **D. Manage Document Template**

Answer: B,D

Explanation:

To upload document templates and assign signature placeholders, users need the "Manage Document Template" and "Manage

Document Template Mapping" permissions. These permissions allow for managing document templates and ensuring accurate mapping of signature placeholders for onboarding documents.

NEW QUESTION # 59

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It allows a separate database for Onboarding.
- B. It provides more control and visibility to configure and administer processes.
- C. It allows multiple standard process flows for Onboarding scenarios.
- D. It is fully integrated with SAP SuccessFactors Employee Central.

Answer: B,D

Explanation:

SAP SuccessFactors Onboarding offers several key benefits, including enhanced control and visibility for configuring and managing onboarding workflows. Additionally, it is fully integrated with SAP SuccessFactors Employee Central, ensuring seamless data flow and eliminating data redundancy across onboarding and core HR processes.

NEW QUESTION # 60

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. globalInfo
- B. employmentInfo
- C. compInfo
- D. jobInfo

Answer: C,D

Explanation:

In SAP SuccessFactors Employee Central, transfer events are triggered by updates to the "jobInfo" and "compInfo" entities. These entities record changes to job assignments and compensation details, respectively, which are essential for maintaining accurate and current employee information during transfers.

NEW QUESTION # 61

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- A. Create a UI in Manage Configuration UI for the custom MDF object
- B. Configure the visibility of the custom MDF object
- C. Link the custom MDF object to the custom task
- D. Create a custom MDF object

Answer: C,D

Explanation:

Creating a custom task for an onboarding program in SAP SuccessFactors Onboarding involves defining a new task structure and associating it with the program. This typically requires using Metadata Framework (MDF) objects to store task-related data.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* Create a custom MDF object (Option A): A custom MDF object is created in Configure Object Definition to define the fields and structure of the custom task (e.g., task name, due date, or assignee).

* Link the custom MDF object to the custom task (Option B): The custom MDF object is linked to the task in the onboarding program configuration (e.g., via Process Variant Manager or Manage Onboarding Programs) to ensure the task is included in the process flow.

Option C (Configure the visibility of the custom MDF object) is incorrect because visibility is configured for data collection steps, not directly for tasks. Option D (Create a UI in Manage Configuration UI) is incorrect because creating a UI is optional for administrative purposes and not required for task creation.

NEW QUESTION # 62

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_HMReviewCheck
- C. ONB2_InternalHire_Configuration
- D. ONB2_ECDataCollectionCheck
- E. ONB2_CustomDataCollectionCheck

Answer: B,D,E

Explanation:

Standard business rules in SAP SuccessFactors Onboarding are used to automate and control data collection processes, ensuring that the right data is collected and validated at the appropriate steps.

According to the SAP SuccessFactors Onboarding Implementation Guide:

* ONB2_HMReviewCheck(Option B): This rule assigns theReview New Hire Datastep to the hiring manager and ensures that the data collected (e.g., personal or job information) is reviewed for accuracy.

* ONB2_ECDataCollectionCheck(Option C): This rule validates data collected during the Personal Data Collection step, ensuring it aligns with Employee Central requirements and is complete before proceeding.

* ONB2_CustomDataCollectionCheck(Option E): This rule is used to validate data collected in custom data collection steps, such as those using custom MDF objects, ensuring compliance with defined criteria.

Option A (ONB2_InternalHire_Configuration) is incorrect because it configures internal hire processes, not data collection specifically. Option D (ONB2_PreDay1AccessCheck) is incorrect because it controls access before the start date, not data collection processes.

NEW QUESTION # 63

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