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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q11-Q16):

NEW QUESTION # 11

What are some important configuration options when integrating Onboarding with Recruiting Management in SAP SuccessFactors HXM Suite? Note: There are 3 correct answers to this question.

- A. Modify the Onboarding Feature Permission on job requisition template XML files.
- B. Map the desired fields using the Onboarding Integration Setup tool in Admin Center.
- C. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.
- D. Define the applicant status set for Onboarding in Recruiting Management.
- E. Modify the Onboarding templates in Recruiting Management.

Answer: A,C,D

NEW QUESTION # 12

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

Answer: C,D

NEW QUESTION # 13

You want to upload a new document template assign signature placeholders. What permissions do you need? Note: There are 2 correct answers to this question.

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

Answer: A,B

NEW QUESTION # 14

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

Answer: A,B

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 # 15

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. SAP_ONB2_RehireCoordinator
- C. OnboardingBPEServiceUser
- D. OnboardingExternalUser

Answer: A,D

Explanation:

SAP SuccessFactors Onboarding includes several default permission roles to manage the onboarding process.

These roles are preconfigured to assign specific responsibilities to users involved in onboarding tasks.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* OnboardingBPEAdmin (Option A): This role is created by default and grants administrative access to manage onboarding processes, configure settings, and oversee business process engine (BPE) tasks.

* OnboardingExternalUser (Option B): This role is assigned to new hires (external users) to allow them to access the Onboarding system for tasks like completing personal data collection or signing documents.

Option C (SAP_ONB2_RehireCoordinator) is incorrect because it is not a default role; it is a dynamic group or custom role created for rehire processes. Option D (OnboardingBPEServiceUser) is incorrect because it is a system-level role for background processes, not a default role assigned to users.

NEW QUESTION # 16

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