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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors**

## Onboarding Sample Questions (Q64-Q69):

### NEW QUESTION # 64

Which parameters in the createOnboardee API function import are used for legal entity transfer?

Note: There are 2 correct answers to this question.

- A. internalUserId
- B. **LEGAL\_ENTITY\_TRANSFER\_NEW\_EMPL\_**
- C. initiateOnboardingforUser
- D. hireType

**Answer: B,D**

### NEW QUESTION # 65

What are the prerequisites to creating Onboarding tasks? Note: There are 2 correct answers to this question.

- A. Configure the Select Onboarding Task Configuration business rule.
- B. **Create an Onboarding program to assign tasks.**
- C. **Create role-based permissions to access new hire tasks.**
- D. Configure additional tasks in the dashboard.

**Answer: B,C**

### NEW QUESTION # 66

Which permission allows participants to cancel the Onboarding processes?

- A. Process
- B. Configure Object Definitions
- C. **Cancel Onboarding Permission**
- D. Process Trigger

**Answer: C**

Explanation:

In SAP SuccessFactors Onboarding, specific permissions are required to allow participants, such as administrators or hiring managers, to cancel an Onboarding process. This action is controlled by a dedicated role-based permission (RBP).

According to the SAP SuccessFactors Onboarding Configuration Guide:

\* Cancel Onboarding Permission(Option D): This permission, configured inManage Permission Roles

, grants users the ability to cancel an Onboarding process for a new hire. It is typically assigned to administrators or HR coordinators who need to manage process interruptions, such as when a new hire withdraws or an error occurs.

Option A (Configure Object Definitions) is incorrect because it relates to creating or modifying MDF objects, not canceling processes. Option B (Process Trigger) is incorrect because it pertains to initiating processes, not canceling them. Option C (Process) is incorrect because it is too vague and not a specific permission for canceling Onboarding processes.

### NEW QUESTION # 67

What are some of the steps that can be added to a process using the Process Variant Manager?

Note: There are 3 correct answers to this question.

- A. New Employee
- B. **Create New Hire Tasks**
- C. **Compliance Forms**
- D. New Hire Verification
- E. **Additional Onboarding Data Collection**

**Answer: B,C,E**

Explanation:

The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding processes by

adding or modifying steps to meet specific organizational needs. These steps are added to the process flow to ensure all required tasks are completed.

According to the SAP SuccessFactors Onboarding Implementation Guide:

\* Create New Hire Tasks(Option A): This step allows the creation of tasks assigned to new hires, hiring managers, or other stakeholders, such as completing forms or attending orientation.

\* Additional Onboarding Data Collection(Option C): This step enables the collection of supplementary data beyond the standard Personal Data Collection, using custom MDF objects or forms.

\* Compliance Forms(Option E): This step involves adding forms to ensure compliance with legal or organizational requirements, such as tax documents or policy acknowledgments.

Option B (New Employee) is incorrect because it is not a specific step; it refers to the new hire, not a process step. Option D (New Hire Verification) is incorrect because verification is typically part of other steps (e.g., Review New Hire Data) and not a distinct step in the Process Variant Manager.

## NEW QUESTION # 68

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- A. Update New Hire Data
- B. Onboarding Configuration
- C. Complete Data Collection Tasks
- D. Access Additional Onboarding Data Permission
- E. Access New Hire Data Permission

**Answer: A,C,E**

Explanation:

The hiring manager and onboarding participants require specific permissions to manage new hire data effectively. Permissions such as "Update New Hire Data" and "Complete Data Collection Tasks" allow for the completion of onboarding activities on behalf of the new hire. "Access New Hire Data Permission" provides access to the new hire's data, ensuring onboarding participants can complete essential tasks as part of the onboarding workflow.

## NEW QUESTION # 69

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