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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q19-Q24):

NEW QUESTION # 19

Which role types are supported to electronically sign Onboarding documents?

Note: There are 3 correct answers to this question.

- A. Future Manager
- B. HR Manager
- C. Matrix Manager
- D. Onboarder
- E. Second Manager

Answer: A,B,D

Explanation:

SAP SuccessFactors Onboarding supports electronic signatures from role types like the HR Manager, Onboarder, and Future Manager, allowing these users to sign onboarding documents as part of the process.

NEW QUESTION # 20

What are some features supported by SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

- A. Data collection of new hire personal information
- B. External HRIS integration with internal hire process
- C. Document generation e-signature Global reassignment of employees
- D. Management of contingent workers

Answer: A,C,D

NEW QUESTION # 21

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

Answer: D

Explanation:

"Manage Data" in Admin Center allows administrators to configure Hire/Rehire parameters, defining specific field criteria to identify potential rehires and match records accurately for streamlined rehiring processes.

NEW QUESTION # 22

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 # 23

Which new hire data is used for the first rehire check in the Onboarding process? Note: There are 2 correct answers to this

question.

- **A. Data from the applicant tracking system**
- B. Data captured during the Personal Data Collection/Paperwork step
- **C. Data captured during the Review New Hire Data step**
- D. Data coming from the Add New Hire to Onboarding tool

Answer: A,C

NEW QUESTION # 24

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