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Exam Topics

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q63-Q68):

NEW QUESTION # 63

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- **A. Create a process variant without a Review New Hire Data step.**
- B. Define a business rule using the Update Onboarding or Offboarding Process Object scenario.
- C. Skip the step by selecting the option from the Action menu in the Onboarding dashboard.
- D. Cancel the Review New Hire Data task from the Onboarding dashboard.

Answer: A

Explanation:

To configure an onboarding process without the Review New Hire Data step, a new process variant can be created using Process Variant Manager, omitting this specific step. This allows for streamlined onboarding processes that do not require data review, depending on the organization's requirements.

NEW QUESTION # 64

What type of status should a candidate be in to successfully initiate Onboarding?

- **A. Hireable**
- B. Initiate onboarding
- C. None
- D. Hired

Answer: A

Explanation:

For onboarding to be initiated, a candidate's status must be set to "Hireable." This status confirms the candidate is eligible for onboarding processes to begin, aligning with the hiring workflow in SAP SuccessFactors.

NEW QUESTION # 65

Which permission roles are created for Onboarding by default in SAP SuccessFactors? Note: There are 2 correct answers to this question.

- **A. SAP_ONB2_RehireCoordinator**
- B. OnboardingBPEAdmin
- **C. OnboardingBPEServiceUser**
- D. OnboardingExternal User

Answer: A,C

NEW QUESTION # 66

In which Onboarding process step do you use the Onboarding data model? Note: There are 2 correct answers to this question.

- A. Manage Pending Hires
- B. Review New Hire Data
- **C. Personal Data Collection**
- **D. Additional Onboarding Data Collection**

Answer: C,D

NEW QUESTION # 67

Which object permissions are used for embedded signatures? Note: There are 2 correct answers to this question.

- **A. Signature**
- B. Document Signature
- C. Sign Document
- **D. Consent**

Answer: A,D

NEW QUESTION # 68

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