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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q30-Q35):

NEW QUESTION # 30
Which Onboarding process is supported for external HRIS integrations?

Solution:

The **Onboarding process** (new hires) is the **only** process supported for external HRIS integrations in SAP SuccessFactors Onboarding. External HRIS integration *does not* support internal hires (crossboarding) or offboarding processes.

✅ **Correct Answer:**

B. Onboarding process

SAP Sources

Reference: https://learning.sap.com/

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- A. Onboarding process
- B. Offboarding process
- C. Internal Hire process
- D. Crossboarding process

Answer: A

Explanation:
Reference:
SAP SuccessFactors Onboarding and Integration Guide, Section: "External HRIS Integration for Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Integration Scenarios"

NEW QUESTION # 31
Why would you set permissions for each type of Offboarding task?

- A. To define who can complete both offboarding and onboarding tasks
- B. To define who completes each offboarding task
- C. To define who completes each offboarding activity
- D. To define who completes each offboarding program

Answer: B

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Task Permissions in Offboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Task Management"

NEW QUESTION # 32
What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2ProcessTrigger
- B. ONB2ProcessTask

- C. ONB2Process
- D. ONB2ProcessVariant

Answer: C

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Process Restart" SAP SuccessFactors Onboarding Study Guide, Topic: "MDF Objects for Process Management"

NEW QUESTION # 33

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure Offboarding email templates
- B. Ability to configure Offboarding programs
- C. Ability to manage Offboarding content
- D. Ability to configure the Offboarding process

Answer: B

Explanation:
Reference:
SAP SuccessFactors Offboarding Configuration Guide, Section: "Permissions for Offboarding Configuration" SAP SuccessFactors Onboarding Study Guide, Topic: "Offboarding Program Setup"

NEW QUESTION # 34

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

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

Answer: A,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Default Permission Roles in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Role-Based Permissions Setup"

NEW QUESTION # 35

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