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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q69-Q74):

NEW QUESTION # 69

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Asset Task
- B. Meeting Task
- C. Document Flow
- D. Knowledge Transfer Plan

Answer: A,D

Explanation:

The "Knowledge Transfer Plan" and "Asset Task" permissions are specific to the Offboarding module, allowing organizations to manage tasks related to knowledge handover and asset recovery, which are essential parts of the employee exit process.

NEW QUESTION # 70

What are the prerequisites for a customer to enable DocuSign as their e-signature tool?

Note: There are 2 correct answers to this question.

- A. DocuSign Account Username
- **B. DocuSign User ID**
- C. DocuSign Account Password
- **D. DocuSign API Account ID**

Answer: B,D

NEW QUESTION # 71

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are not available?

- **A. Assign the Complete Data Collection Tasks in Role-Based Permissions**
- B. Assign the proxy module access for Employee Central and Employee Profile Onboarding
- C. Assign the hiring manager role to the users who will complete the onboarding tasks
- D. Assign the Additional Data Permission in Role-Based Permissions

Answer: A

Explanation:

To allow users to complete onboarding tasks on behalf of hiring managers who are unavailable, specific role-based permissions (RBPs) must be granted to ensure they can access and complete the required tasks, such as data collection or document signing. According to the SAP SuccessFactors Onboarding Configuration Guide:

* Assign the Complete Data Collection Tasks in Role-Based Permissions (Option D): The Complete Data Collection

Tasks permission allows users to complete onboarding tasks, such as Personal Data Collection or Additional Data Collection, on behalf of the new hire or hiring manager. This permission is configured in Manage Permission Roles and assigned to the appropriate user group (e.g., HR coordinators or proxies).

Option A (Assign the hiring manager role) is incorrect because assigning the full hiring manager role may grant unnecessary permissions beyond task completion. Option B (Assign proxy module access) is incorrect because proxy access is related to Employee Central or Employee Profile navigation, not onboarding task completion. Option C (Assign the Additional Data Permission) is incorrect because it is not a standard RBP; the correct permission is Complete Data Collection Tasks.

NEW QUESTION # 72

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

Answer: A

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 # 73

What are the steps required to auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Enable Archive & Print in Provisioning
- B. Create a scheduled batch job from the front-end system to archive the Offboarding tasks
- **C. Create a scheduled batch job from Provisioning that archives the Offboarding tasks**
- **D. Create a business rule that identifies the Offboarding tasks to archive**

Answer: C,D

Explanation:

Auto-archiving Offboarding tasks in SAP SuccessFactors ensures that completed tasks are stored efficiently, maintaining system performance and compliance with data retention policies. This process involves configuring rules and scheduling jobs to automate archiving.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Create a business rule that identifies the Offboarding tasks to archive (Option B): A business rule is configured in Configure Business Rule to define criteria for identifying completed Offboarding tasks (e.g., tasks older than a specified period) that are eligible for archiving.

* Create a scheduled batch job from Provisioning that archives the Offboarding tasks (Option D): A scheduled batch job is set up in Provisioning to automatically archive the identified Offboarding tasks based on the business rule, ensuring regular cleanup of the system.

Option A (Create a scheduled batch job from the front-end system) is incorrect because batch jobs for archiving are configured in Provisioning, not the front-end system (Admin Center). Option C (Enable Archive & Print in Provisioning) is incorrect because Archive & Print is unrelated to task archiving; it pertains to document generation.

NEW QUESTION # 74

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