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

### NEW QUESTION # 19

Which role-based permissions apply only to Offboarding? Note: There are 2 correct answers to this question.

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

Answer: A,B

#### NEW QUESTION # 20

How do you add custom tokens to e-mail templates for Onboarding? Note: There are 3 correct answers to this question.

- A. Map the field names on the document template to fields defined in Onboarding.
- B. Use format {fieldID} to add custom tokens in the subject body of the e-mail in Email Services.
- C. Create a document template using Document Generation.
- D. Create a document template for custom tokens using Maintain Onboarding Offboarding Document Templates.
- E. Add field names on the content of the document template.

**Answer: A,B,C**

#### NEW QUESTION # 21

Which type of Onboarding data is included in the Read Audit Reports feature? Note: There are 3 correct answers to this question.

- A. Data from Recruiting Management Employee Central
- B. E-mail notifications
- C. Custom data from MDF custom objects
- D. Documents with sensitive data
- E. All documents

**Answer: A,B,C**

#### NEW QUESTION # 22

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps? Note: There are 2 correct answers to this question.

- A. Employee Central API
- B. Employee Data
- C. Manage Workflows
- D. Employee Central Effective Dated Entities

**Answer: A,B**

#### NEW QUESTION # 23

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps? Note: There are 2 correct answers to this question.

- A. Employee Data
- B. Employee Central API
- C. Manage Workflows
- D. Employee Central Effective Dated Entities

**Answer: A,D**

Explanation:

To define which fields are available in Onboarding data collection steps (e.g., Personal Data Collection or Additional Data Collection), role-based permissions (RBPs) must be configured to grant access to specific data entities in SAP SuccessFactors. According to the SAP SuccessFactors Onboarding Configuration Guide:

\* Employee Data (Option B): This permission category allows administrators or users to access and configure fields related to employee personal and job data, which are used in Onboarding data collection steps. It includes fields like name, address, and contact details.

\* Employee Central Effective Dated Entities (Option C): This category grants access to effective-dated entities in Employee Central, such as jobInfo, compInfo, and personallInfo, which are critical for defining fields in Onboarding data collection steps that require historical or time-based data.

Option A (Manage Workflows) is incorrect because it controls workflow approvals, not field visibility in data collection. Option D (Employee Central API) is incorrect because it pertains to API access for integrations, not field configuration for data collection.

## NEW QUESTION # 24

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