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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q28-Q33):

NEW QUESTION #28

How can you create an additional data collection step? Note: There are 3 correct answers to this question.

- A. Create a UI for the custom MDF object
- B. Define the visibility of the custom MDF object
- C. Create new fields in the Employee Central data model
- D. Create a custom MDF object
- E. Modify ONB2DataCollectionConfig object

Answer: A,D,E

NEW QUESTION #29

Which business rule allows the offboardee to edit their personal information?

- A. ONB2ResponsibilityConfig
- B. ONB2 OFB Employee ReviewCheck
- C. ONB2 OFB ManagerReviewCheck
- D. ONB2SelectOffboarding ActivitiesConfig

Answer: B

NEW QUESTION #30

At what point during the Onboarding process are the rehire checks executed?

Note: There are 2 correct answers to this question.

- A. The check is performed after the Personal Data Collection step is completed
- B. The check is performed when Onboarding is initiated
- C. The check is performed at the Review New Hire Data step
- D. The check is performed during Manage Pending Hires

Answer: A,B

NEW QUESTION #31

Which onboarding processes are supported by the function automatic hiring in Onboarding? Note: There are 3 correct answers to this question.

- A. Rehire with New Employment
- B. Regular Hire
- C. Rehire
- D. Global Assignment
- E. Concurrent Employment

Answer: A,B,C

NEW QUESTION #32

How can you create a new hire Onboarding record? Note: There are 3 correct answers to this question.

- A. By importing a CSV file through Integration Center
- B. By integrating with SAP SuccessFactors Recruiting Management
- C. By integrating with an external applicant tracking system
- D. By importing a CSV file in Admin Center
- E. By using Add New Hire to Onboarding in Admin Center

Answer: B,C,E

Explanation:

New hire onboarding records can be created by using the "Add New Hire to Onboarding" option, integrating with SAP SuccessFactors Recruiting Management, or integrating with an external applicant tracking system. These methods ensure onboarding data is accurately captured for new hires.

NEW QUESTION #33

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