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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q59-Q64):

NEW QUESTION # 59

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. **SOAP**
- C. IDoc
- D. **OData**

Answer: B,D

NEW QUESTION # 60

A new hire receives an e-mail that contains a reset password link to access the SAP SuccessFactors system. Which e-mail template is generated in the Onboarding process for this to happen?

- A. (ONB) External User Welcome Message Template
- B. **Welcome Message Notification with Reset Password Support Template**
- C. (ONB) New Hire Welcome Message
- D. (ONB) New Welcome Message Added Template

Answer: B

NEW QUESTION # 61

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

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

Answer: B,D

Explanation:

SAP SuccessFactors Onboarding includes several default permission roles to manage the onboarding process.

These roles are preconfigured to assign specific responsibilities to users involved in onboarding tasks.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* OnboardingBPEAdmin(Option A): This role is created by default and grants administrative access to manage onboarding processes, configure settings, and oversee business process engine (BPE) tasks.

* OnboardingExternalUser(Option B): This role is assigned to new hires (external users) to allow them to access the Onboarding system for tasks like completing personal data collection or signing documents.

Option C (SAP_ONB2_RehireCoordinator) is incorrect because it is not a default role; it is a dynamic group or custom role created for rehire processes. Option D (OnboardingBPEServiceUser) is incorrect because it is a system-level role for background processes, not a default role assigned to users.

NEW QUESTION # 62

What scheduled job type do you create so new hires become internal users?

- A. New Hire Export
- B. External to Internal Candidate Profile Conversion
- C. OnStartDateStatusChange
- D. **ConvertExternalUserOnStartDateJob**

Answer: D

Explanation:

The "ConvertExternalUserOnStartDateJob" is the scheduled job type used to convert new hires from external to internal user status on their start date. This job ensures that new hires have the appropriate internal user profile when they officially join the organization.

NEW QUESTION # 63

What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire?

Note: There are 3 correct answers to this question.

- A. Onboarding Configuration
- B. Access Additional Onboarding Data Permission
- C. **Update New Hire Data**
- D. **Access New Hire Data Permission**
- E. Complete Data Collection Tasks

Answer: C,D,E

Explanation:

Hiring managers or other onboarding participants (e.g., HR coordinators) may need to complete data collection tasks on behalf of a new hire, such as during the Personal Data Collection or Additional Data Collection steps. This requires specific role-based permissions (RBPs) to access and modify new hire data.

According to the SAP SuccessFactors Onboarding Configuration Guide:

- * Update New Hire Data(Option A): This permission allows users to edit and update the new hire's data in the Onboarding process, including data collected during the Personal Data Collection step.
- * Complete Data Collection Tasks(Option B): This permission enables users to complete data collection tasks assigned to the new hire, ensuring all required fields are filled out.
- * Access New Hire Data Permission(Option D): This permission grants read access to the new hire's data, which is necessary before updating or completing tasks on their behalf.

Option C (Access Additional Onboarding Data Permission) is incorrect because it is not a standard RBP; additional data access is covered under Access New Hire Data. Option E (Onboarding Configuration) is incorrect because it relates to administrative configuration, not task completion on behalf of a new hire.

NEW QUESTION # 64

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