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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors

Onboarding Sample Questions (Q24-Q29):

NEW QUESTION # 24

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. compInfo
- B. globalInfo
- C. jobInfo
- D. employmentInfo

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities" SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"

NEW QUESTION # 25

What is the only condition that executes the second rehire check?

- A. A potential match is detected during the Review New Hire Data step
- B. The Personal Data Collection step is completed
- C. A potential match is not identified in the first rehire check
- D. A potential match is detected when Onboarding is initiated

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Rehire Check Process" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Verification Configuration"

NEW QUESTION # 26

Which business rules do you have to configure for the Review New Hire Data and Personal Data Collection steps?

Note: There are 2 correct answers to this question.

- A. SAP_ONB2_HMReviewCheck
- B. SAP_ONB2_DataCollectionConfigSelect
- C. SAP_ONB2_ECDataCollectionCheck
- D. SAP_ONB2_PreDay1AccessCheck

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Business Rules for Data Collection and Review" SAP SuccessFactors Onboarding Study Guide, Topic: "Configuring Data Collection and Review Steps"

NEW QUESTION # 27

How can you initiate Offboarding within the SAP SuccessFactors HXM Suite?

- A. Integrate from an external HRIS
- B. Mass import with a CSV file
- C. Manually start the process within Offboarding
- D. Integrate with SAP SuccessFactors Employee Central

Answer: D

NEW QUESTION # 28

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. OData**
- C. IDoc
- **D. SOAP**

Answer: B,D

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "API Types for Clean Core Integrations" SAP SuccessFactors Onboarding Study Guide, Topic: "Clean Core Integration Principles"

NEW QUESTION # 29

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