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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q22-Q27):

NEW QUESTION # 22

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 during Manage Pending Hires
- C. The check is performed when Onboarding is initiated
- D. The check is performed at the Review New Hire Data step

Answer: A,C

NEW QUESTION # 23

Which data model contains job-related data about an employee, such as compensation data?

- A. Country-Specific Succession Data Model
- B. Country-Specific Corporate Data Model
- C. Corporate Data Model
- D. Succession Data Model

Answer: D

Explanation:
Reference:
SAP SuccessFactors Onboarding Implementation Guide, Section: "Data Models in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Succession Data Model Usage"

NEW QUESTION # 24

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart
- B. Data captured from the onboarding process can be retained after a manual process restart
- C. Data captured from the onboarding process will be replaced by data from Recruiting
- D. Data captured from the onboarding process can be retained after an automatic process restart

Answer: D

NEW QUESTION # 25

What rehire conditions can be enabled with the Hire/Rehire Configuration generic object?

Note: There are 3 correct answers to this question.

- A. Date of Birth
- B. First Name, Last Name
- C. National ID
- D. First Name, Middle Name, Last Name
- E. First Name, Last Name, Date of Birth

Answer: B,C,E

NEW QUESTION # 26

What are some of the Email Services features available in Onboarding?

Note: There are 3 correct answers to this question.

- A. Create new email templates with business and locale-specific rules content
- B. Delete a preconfigured email template
- C. Configure reminder notifications to control the frequency of reminder messages
- D. Attach documents to email notifications

- E. Trigger an onboarding task

Answer: A,C,D

Explanation:
Reference:
SAP SuccessFactors Onboarding Configuration Guide, Section: "Email Services Features" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Notification Configuration"

NEW QUESTION # 27

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