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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q41-Q46):

NEW QUESTION #41

What are some of the steps that can be added to a process using the Process Variant Manager? Note: There are 3 correct answers to this question.

- A. New Employee
- B. Compliance Forms
- C. Create New Hire Tasks
- D. Additional Onboarding Data Collection
- E. New Hire Verification

Answer: B,C,D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Customizing Processes with Process Variant Manager" SAP SuccessFactors Onboarding Study Guide, Topic: "Onboarding Process Customization"

NEW QUESTION #42

How do you grant your administrator the ability to use the Update Process Flows for Onboarding tool?

- A. Add the Process Management permission to the Onboarding administrator role
- B. Add the administrator to OnboardingBpeAdmin group
- C. Add the administrator to SAP ONB2 ErrorFlowAdmins group
- D. Add the administrator to OnboardingBPEServiceUser group

Answer: D

NEW QUESTION #43

In the internal hire process, why would you use the EmpJob API to update the employee profile?

- A. To create a transfer event and update the employee profile record
- B. To send data from Recruiting Management to Onboarding
- C. To initiate the internal hire process using the transfer event
- D. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires

Answer: A

Explanation:

Reference:

SAP SuccessFactors Onboarding and Integration Guide, Section: "EmpJob API Usage" SAP SuccessFactors Onboarding Study Guide, Topic: "Internal Hire Process Integration"

NEW QUESTION #44

What are some of the steps to assign the Review New Hire Data step to a hiring manager?

Note: There are 2 correct answers to this question.

- A. Set up role-based permissions
- B. Create a custom HRIS element as an MDF object
- C. Set rule SAP ONB2 HMReviewCheck to True
- D. Add an HRIS element in the user data file

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Review New Hire Data Step" SAP SuccessFactors Onboarding Study Guide, Topic: "Task Assignment in Onboarding"

NEW QUESTION #45

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:

Reference:

SAP SuccessFactors Integration Guide, Section: "Exploring APIs in SAP Business Accelerator Hub" SAP SuccessFactors Onboarding Study Guide, Topic: "API Integration for Onboarding"

NEW QUESTION #46

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