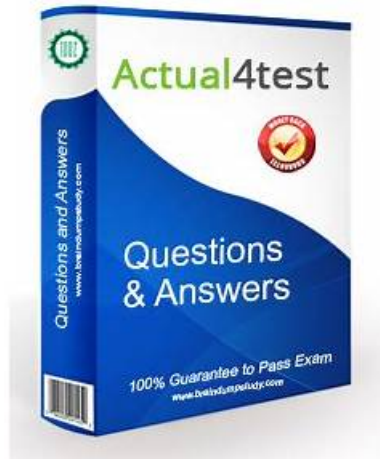


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q34-Q39):

NEW QUESTION # 34

What tool in Admin Center do you use to configure the Hire/Rehire parameters to decide which fields are matched to indicate potential rehires?

- A. Manage Business Configuration
- B. Rehire Inactive Employee
- C. Manage Configuration UI
- **D. Manage Data**

Answer: D

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Rehire Parameters" SAP SuccessFactors Onboarding Study Guide, Topic: "Rehire Configuration and Matching"

NEW QUESTION # 35

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- **A. It positively impacts employee engagement, productivity, and retention**
- B. It provides a unified experience across Onboarding and other HCM modules
- C. It shares a common data structure with SAP SuccessFactors Employee Central
- **D. It leverages advanced capabilities of the HCM suite (Document Management Service, SAP SuccessFactors e-Signature, Business Rules Engine, Administration Center, Extension Center)**

Answer: A,D

NEW QUESTION # 36

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 process restart
- B. Data captured from the onboarding process can be retained after a manual or automatic 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 # 37

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

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

Answer: C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Email Notifications and Templates" SAP SuccessFactors Onboarding Study Guide, Topic: "Email Services in Onboarding"

NEW QUESTION # 38

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- **A. Create a custom MDF object**
- B. Create a UI using the UI Template Editor
- **C. Define a business rule for the custom task**
- D. Create email notifications for the custom task

Answer: A,C

Explanation:

Reference:

SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Tasks in Onboarding" SAP SuccessFactors Onboarding Study Guide, Topic: "Custom Task Creation and Business Rules"

NEW QUESTION # 39

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