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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding

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Subjects

1. **Essential Features and Provisioning Settings to Enable Onboarding**
2. **Onboarding Process and Compliance Settings**
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5. **Rehire Process with Onboarding**
6. **Offboarding Process**
7. **Document Template Management and e-Signatures**
8. **Onboarding Data Model and Custom Data Collection**

Topic: 1
Essential Features and Provisioning Settings to Enable Onboarding

Question: 1

What features do the jobs that replaced the BixZ Daily Rules Processing Batch perform for Onboarding?
Note: There are 3 correct answers to this question.

A. Synchronize metadata objects to the database
B. Archive the tasks of onboarding and offboarding processes
C. Update onboarding and offboarding process flows
D. Assign onboardees or new hires to specific meetings
E. Update the compliance metadata records

Answer: B, D, E

Essential Features and Provisioning Settings to Enable Onboarding

Question: 2

Which of the following are predefined business rules for Onboarding?
Note: There are 3 correct answers to this question.

A. ONB2_Select_Onboarding_Task_Configuration
B. ONB2_Initiate_Offboarding_Configuration
C. ONB2_ProcessClosurePeriodConfig
D. ONB2_PreDay1AccessCheck
E. ONB2_InternalHire_Configuration

Answer: C, D, E

Essential Features and Provisioning Settings to Enable Onboarding

Question: 3

What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding? Note: There are 3 correct answers to this question.

A. Business Process Engine
B. DocuSign Adaptor
C. Intelligent Services
D. SAP ERP Integration
E. Employee Central V2

Answer: A, C, E

Essential Features and Provisioning Settings to Enable Onboarding

Question: 4

How can you make new hire Company Documents visible to onboarding participants?

A. Provide permission to the SuccessFactors Document Management System.
B. Define business rules for the document templates.
C. Create a custom card on the homepage and insert a document link on the content.
D. Provide permission for Manage Documents.

Answer: C

Essential Features and Provisioning Settings to Enable Onboarding

Question: 5

What type of status should a candidate be in to successfully initiate Onboarding?

A. Hired
B. Initiate onboarding
C. None
D. Hireable

Answer: D

Essential Features and Provisioning Settings to Enable Onboarding

Question: 6

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

A. External to Internal Candidate Profile Conversion
B. OnStartDateStatusChange
C. ConvertExternal UserOnStartDateJob
D. New Hire Export

Answer: C

Topic: 2
Onboarding Process and Compliance Settings

Question: 7

How can you grant Onboarding access to the future manager of an internal hire?
Note: There are 2 correct answers to this question.

A. Create a Role-Based Permission group for the internal hire's future manager and assign the necessary permissions.
B. Add the picklist code managers (internal hire) to the jobRelType picklist in SAP SuccessFactors.
C. Create a Role-Based Permission role for the internal hire's future manager, add necessary onboarding permissions, and assign the role to a future manager Role-Based Permission group.
D. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager group.

Answer: B, C

Onboarding Process and Compliance Settings

Question: 8

What are some benefits of the SAP SuccessFactors Onboarding solution?
Note: There are 2 correct answers to this question.

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

Answer: B, D

Onboarding Process and Compliance Settings

Question: 9

What are some features supported by SAP SuccessFactors Onboarding? Note: There are 3 correct answers to this question.

A. External HRIS integration with internal hire process
B. Data collection of new hire personal information
C. Document generation and e-signature
D. Management of contingent workers
E. Global reassignment of employees

Answer: A, D, E

Onboarding Process and Compliance Settings

Question: 10

What are the prerequisites to creating Onboarding tasks?
Note: There are 2 correct answers to this question.

A. Create role-based permissions to access new hire tasks.
B. Configure the Select Onboarding Task Configuration business rule.
C. Create an Onboarding program to assign tasks.
D. Configure additional tasks in the dashboard.

Answer: A, C

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