SAP

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SAP Certified Application Associate - SAP SuccessFactors Onboarding 2H/2023

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Question: 1

What MDF object do you configure to handle the restart onboarding process?

A. ONB2ProcessTrigger
B. ONB2ProcessTask
C. ONB2ProcessVariant
D. ONB2Process

Answer: D

Question: 2

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 at the review hire data step
B. The check is performed after the personal data collection step is completed
C. The check is performed when onboarding is initiated
D. The check is triggered during manage pending hires

Answer: B C

Question: 3

What causes the preconfigured e-mail template list to be blank?

A. The create new template dropdown was not selected
B. The list is accessed for the first time
C. The templates are not visible due to permissions
D. The reuse template dropdown was not selected

Answer: B

Question: 4

How are the Qualtrics lifecycle surveys integrated with sap successfactors onboarding and offboarding processes? Note: There are 2 correct answers to this question.

A. Qualtrics collects the new hire experiences and reports the results
B. Qualtrics collects the exit survey information and reports the results
C. Offboarding collects the exit survey information and Qualtrics reports the results
D. Onboarding collects the new hire experiences and Qualtrics reports the result

Answer: A B

Question: 5

Which permission roles are created for onboarding in sap successfactors? Note: there are 2 correct answers to this question

A. SAP_ONB2_RehireCoordinator
B. SAP_ONB2_ErrorFlowAdmins
C. OnboardingBPEAdmin
D. OnboardingExternalUser

Answer: C D

Question: 6

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. Additional onboarding data collection
B. New hire verification
C. New employee
D. Compliance form
E. Create new hire tasks

Answer: A D E

Question: 7

Which object permission are used for embedded signatures? Note: there are 2 correct answers to this question

A. Consent
B. Signature
C. Document signature
D. Document template

Answer: C D

Question: 8

In the onboarding process, which new-hire-specific tasks can be completed on behalf of the new hire? Note: There are 2 correct answers to this question

A. Personal data collection
B. Additional data collection
C. Document flow
D. Manage assets

Answer: A B

Question: 9

which type of onboarding data is included in the read audit reports feature? Note: There are 3 correct answers to this question.

A. All documents
B. Email notifications
C. Data from recruiting management and employee central
D. Documents with sensitive data
E. Custom data from custom objects

Question: 10

What are some of the required configurations for integration of an external HRIS with SAP successfactors onboarding? Note: There are 3 correct answers to this question

A. Create an export of new hire data using only middleware system
B. Configure all the event reasons
C. Create an export of new hire data using integration center or odata apis
D. Import employee data using integration center or odata apis
E. Configure the onboarding data model

Answer: B D E

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