

SAP

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

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- **Product Version**

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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

Answer: B C E

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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