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## Question 1

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**Question Type:** MultipleChoice

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Why would you set permission for each type of offboarding task?

### Options:

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- A- To define who completes each offboarding task
- B- To define who can complete both offboarding and onboarding tasks
- C- To define who completes each offboarding program
- D- To define who completes each offboarding activity

### Answer:

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C

## Question 2

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**Question Type:** MultipleChoice

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In which onboarding process step do you use the onboarding data model? Note: There are 2 correct answers to this question

**Options:**

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- A- Review new hire data
- B- Additional onboarding data collection
- C- Manage pending hires
- D- Personal data collection

**Answer:**

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B, D

## Question 3

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**Question Type: MultipleChoice**

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Which object permission allows participants to cancel the onboarding process flow?

**Options:**

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- A- Configure object definitions
- B- ONB2Process
- C- ONB2ProcessTrigger
- D- Cancel onboarding permission

**Answer:**

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B

## Question 4

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**Question Type: MultipleChoice**

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What is the purpose of a knowledge transfer plan?

**Options:**

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- A- To schedule a meeting with a new hire

- B-** To schedule a meeting with an offboarder
- C-** To capture, store, and share critical knowledge of a new hire
- D-** To capture, store, and share critical knowledge of offboarders

**Answer:**

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D

## Question 5

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**Question Type:** MultipleChoice

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Which new hire data is used for the first rehire check in the onboarding process? Note: There are 2 correct answers to this question

**Options:**

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- A-** Data captured during the personal data collection/paperwork step
- B-** Data captured during the review new hire data step
- C-** Data from the applicant tracking system
- D-** Data coming from the add new hire to onboarding tool

**Answer:**

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B, C

## Question 6

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**Question Type: MultipleChoice**

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which role-based permission categories should you configure to define available fields in onboarding? Note: There are 2 correct answers to this question.

**Options:**

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- A- Manage workflows
- B- Employee data
- C- Employee central effective dated entities
- D- Employee central api

**Answer:**

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B, C

## Question 7

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**Question Type:** MultipleChoice

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How can you create a new hire onboarding record? Note: There are 3 correct answers to this question

### Options:

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- A- By importing a csv file through integration center
- B- By integrating with sap successfactors recruiting management
- C- By importing a csv file in admin center
- D- By using add new hire to onboarding in admin center
- E- By integrating with an external applicant tracking system

### Answer:

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B, D, E

## Question 8

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**Question Type:** MultipleChoice

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If a responsibility group is not assigned to an onboarding task, who will be assigned by default?

**Options:**

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- A- The hiring manager will be considered as responsible owner
- B- The BPE service user will be considered as responsible owner
- C- Both hiring manager and the admin user will be considered as responsible owners
- D- The admin user will be considered as responsible owner

**Answer:**

---

A



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