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## Question 1

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**Question Type:** MultipleChoice

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What role-based permissions do the hiring manager or onboarding participants need in order to complete the data collection tasks on behalf of a new hire? Note: There are 3 correct answers to this question.

### Options:

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- A- Update New Hire Data
- B- Complete Data Collection Tasks
- C- Access Additional Onboarding Data Permission
- D- Access New Hire Data Permission
- E- Onboarding Configuration

### Answer:

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A, B, D

## Question 2

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**Question Type: MultipleChoice**

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How can you create a custom task for an onboarding program? Note: There are 2 correct answers to this question.

**Options:**

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- A- Create a custom MDF object.
- B- Link the custom MDF object to the custom task.
- C- Configure the visibility of the custom MDF object.
- D- Create a UI in Manage Configuration UI for the custom MDF object.

**Answer:**

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A, B

## Question 3

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**Question Type: MultipleChoice**

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

**Options:**

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

**Answer:**

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A, C

## Question 4

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**Question Type:** MultipleChoice

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How can you configure the onboarding data model? Note: There are 2 correct answers to this question.

**Options:**

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- A-** Synchronize the succession data model with the metadata framework

- B-** Create an onboardee person type on HRIS element
- C-** Change the properties of the fields for an onboardee person type
- D-** Create a corporate data model

**Answer:**

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A, B

## Question 5

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**Question Type:** MultipleChoice

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What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External

Note: There are 3 correct answers to this question

**Options:**

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**A-** PayScaleType

- B- JobClassificationCountry
- C- CountrySpecificValidationConfiguration
- D- CustomPayType
- E- personallInfo\_dependent

**Answer:**

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B, D, E

## Question 6

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**Question Type: MultipleChoice**

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What tool in admin center do you use to configure the hire/rehire parameters to decide which fields are matched to indicate potential rehires?

**Options:**

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- A- Manage business configuration
- B- Manage configuration UI

C- Manage data

D- Rehire inactive employee

**Answer:**

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C

## Question 7

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**Question Type: MultipleChoice**

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What are some features supported by sap successfactors onboarding? Note: there are 2 correct answers to this question

**Options:**

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A- Data collection of contingent worker personal information

B- Data collection of new hire personal information

C- Global assignment of employee

D- Document generation and e-signature

**Answer:**

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B, D

## Question 8

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**Question Type: MultipleChoice**

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How can you create a custom data collection? Note: there are 2 correct answers to this question

**Options:**

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- A-** Modify ONB2Data CollectionUserConfig
- B-** Create new fields in the Employee Central data model
- C-** Set the visibility of the MDF object to True
- D-** Create custom MDF object

**Answer:**

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A, D



## Question 9

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**Question Type:** MultipleChoice

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Which permissions are needed to assign a hiring managers access to onboarding? Note: There are 3 correct answers to this question

### Options:

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- A- External Onboarding User as Target Population
- B- Admin access to MDF Odata API
- C- Employee central foundation Odata API (read-only)
- D- Employee central HRIS Odata API (read-only)
- E- Employee export

### Answer:

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B, C, D

## Question 10

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**Question Type:** MultipleChoice

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How do you initiate the onboarding process? Note: There are 3 correct answers to this question

**Options:**

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- A- Add a new employee in admin center
- B- Initiate onboarding from SAP successfactors recruiting
- C- Initiate onboarding from an external applicant tracking system
- D- Import a csv file of new hires in admin center
- E- Add a new hire to onboarding in admin center

**Answer:**

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B, C, E

## Question 11

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**Question Type:** MultipleChoice

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What are the prerequisite to creating onboarding task? Note: There are 2 correct answers to this question

**Options:**

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- A- Configure the select onboarding task configuration business rule
- B- Create an onboarding program to assign tasks
- C- Configure additional tasks in the dashboard
- D- Create role-based permission to access new hire task

**Answer:**

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B, D

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