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Question 1

Question Type: MultipleChoice

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

Options:

- 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:

B, C, D

Question 2

Question Type: MultipleChoice

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

Options:

- 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:

B, C, E

Question 3

Question Type: MultipleChoice

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

Options:

- 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:

B, D

Question 4

Question Type: MultipleChoice

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

Options:

- 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:

C

Question 5

Question Type: MultipleChoice

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

Options:

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

Answer:

B, D

Question 6

Question Type: MultipleChoice

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

Options:

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

Answer:

B

Question 7

Question Type: MultipleChoice

What is the purpose of a knowledge transfer plan?

Options:

- 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:

D

Question 8

Question Type: MultipleChoice

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:

- 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:

B, C

Question 9

Question Type: MultipleChoice

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

Options:

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

Answer:

B, C

Question 10

Question Type: MultipleChoice

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

Options:

- 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:

B, D, E

Question 11

Question Type: MultipleChoice

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

Options:

- 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

Question 12

Question Type: MultipleChoice

What are some important configuration options when integrating onboarding with recruiting management in sap successfactors hxm suite?

Note: There are 3 correct answers to this question.

Options:

- A-** Modify the onboarding feature permission on job requisition template xml files
- B-** Assign the onboarding initiate permission to designated users in recruiting management
- C-** Define the applicant status set for onboarding in recruiting management

D- Modify the onboarding templates in recruiting management

E- Map the desired fields using the onboarding integration setup tool in admin center

Answer:

A, B, C

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