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## SAP Certified Application Associate SAP SuccessFactors Onboarding 1H/2022

SAP C THR97 2205

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## QUESTION NO: 1

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 NO: 2

The UI for custom data collection objects can be configured in which of the following ways? Note: there are 3 correct answers to this question

- A. Go to Admin Center - Manage Configuration UI
- B. Create a configuration UI object with a specified ID
- C. Use a business rule for the objects visibility
- D. Enable the admin configuration tool in Provisioning
- E. Activate enable intelligent services

**ANSWER: A B D**

## QUESTION NO: 3

How do you trigger the offboarding process for any termination event reason?

- A. Create a business rule for the offboarding program
- B. Create a business rule based on a field in the employee global information
- C. Create a business rule that lists each termination event reason
- D. Create a business rule that is set to always true

**ANSWER: C**

## QUESTION NO: 4

What does the ONB20ffboardingActivitiesConfig permission grant to the user?

- A. Ability to configure offboarding email templates
- B. Ability to configure offboarding programs
- C. Ability to configure the offboarding process
- D. Ability to manage offboarding content

**ANSWER: B**

## QUESTION NO: 5

What type of status should a candidate be in to successfully initiate onboarding?

- A. Hireable
- B. None
- C. Hired
- D. Initiate onboarding

**ANSWER: A**

## QUESTION NO: 6

What are some examples of preconfigured offboarding email templates? Note: There are 3 correct answers to this question.

- A. Resignation approval sent to the employee
- B. Offboarding process restarted
- C. Offboarding exit interview scheduling
- D. Offboarding process cancellation
- E. Announce termination message template

**ANSWER: C D E**

## QUESTION NO: 7

Transfer events are created only for changes made to which employee central data entities? Note: there are 2 correct answers to this question

- A. Compinfo
- B. Paycomponentrecurring
- C. Workpermitinfo
- D. Jobinfo

**ANSWER: A D**

## QUESTION NO: 8

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

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

**ANSWER: B**

## QUESTION NO: 9

What is the only condition that executes the second rehire check?

- A. A potential match is detected when onboarding is initiated
- B. The personal data collection step is completed
- C. A potential match is detected during the review new hire data step
- D. A potential match is not identified in the first rehire check

**ANSWER: D**

## QUESTION NO: 10

Which of the following are predefined business rules for onboarding? Note: there are 3 correct answers to this question

- A. ONB2\_Internal\_Hire\_Programs
- B. ONB2\_Initiate\_Offboarding
- C. ONB2\_ProcessClosurePeriodConfig
- D. ONB2\_InternalHire\_Configuration

E. ONB2\_PreDayAccessCheck

**ANSWER: A C E**