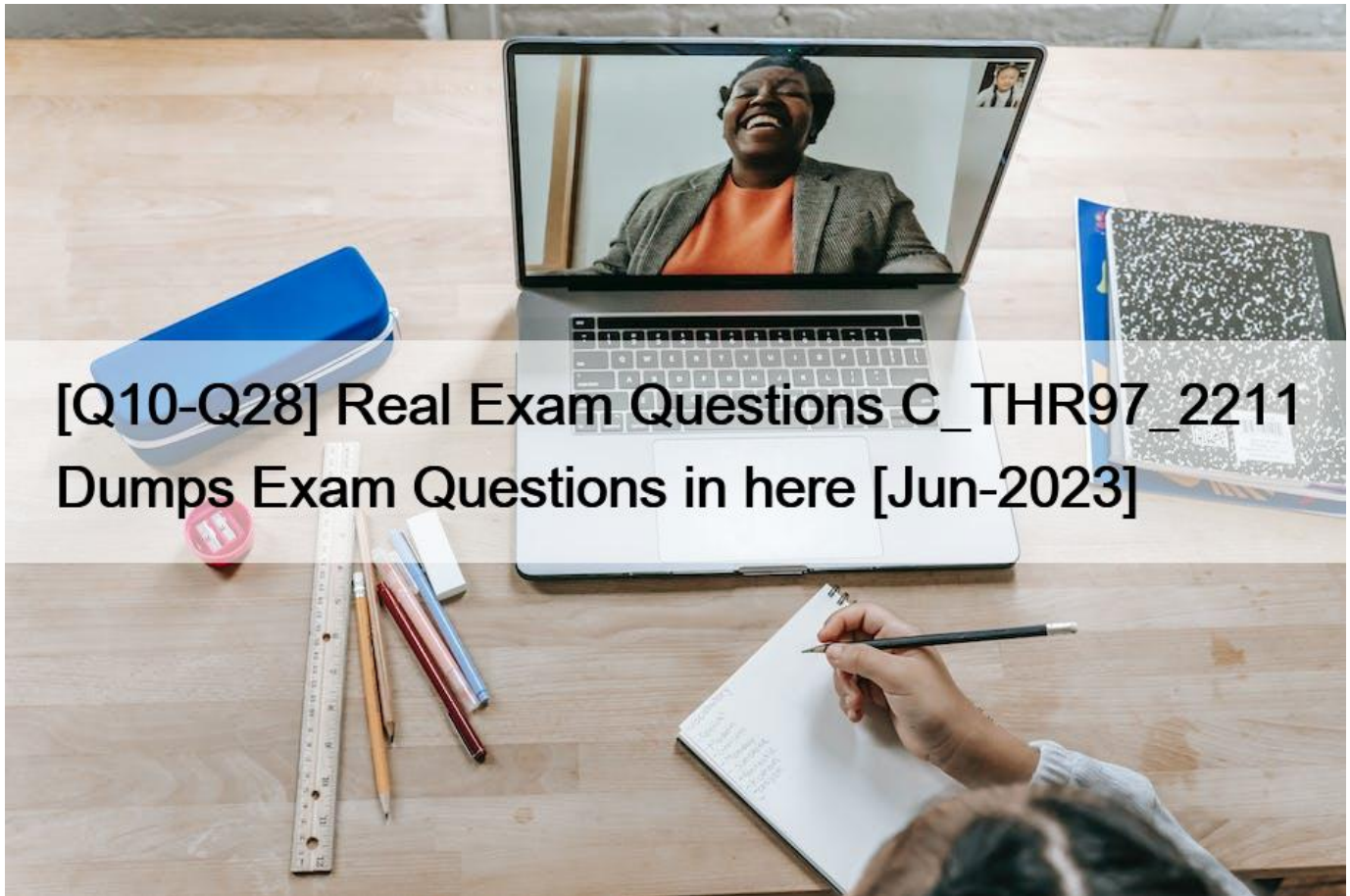


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#### NEW QUESTION 10

How is mobile functionality supported with Onboarding?

- \* Through Admin Center Mobile access only
- \* Through mobile browsers only
- \* Through the SAP SuccessFactors app only
- \* Through mobile browsers and the SAP SuccessFactors app

#### NEW QUESTION 11

Which RBP permission will show you the Onboarding/Offboarding tools in Admin Center?

- \* Onboarding Admin Configuration Item
- \* Manage Onboarding or Offboarding
- \* Show Onboarding Tasks Status on the Dashboard

- \* Administrate Onboarding or Offboarding Content

### NEW QUESTION 12

What are the standard Offboarding process steps? Note: There are 3 correct Answers to this question.

- \* Additional data collection
- \* Document flow
- \* Manager review
- \* Compliance forms
- \* Employee review

### NEW QUESTION 13

What are the prerequisites to create an Offboarding program? Note: There are 2 correct Answers to this question.

- \* ONB2OffboardingActivitiesConfig object permission must be enabled for the administrator.
- \* The offboarder's equipment must be assigned by the manager.
- \* A farewell message must be created by the administrator.
- \* Responsible groups must be created for the users who will be involved in the process.

### NEW QUESTION 14

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

- \* Compinfo
- \* Paycomponentrecurring
- \* Workpermitinfo
- \* Jobinfo

### NEW QUESTION 15

Why would you set permissions for each type of Offboarding task?

- \* To define who completes each offboarding task
- \* To define who completes each offboarding activity
- \* To define who can complete both offboarding and onboarding tasks
- \* To define who completes each offboarding program

### NEW QUESTION 16

How can you create a custom data collection? Note: There are 2 correct Answers to this question.

- \* Create new fields in the Employee Central data model.
- \* Set the visibility of the MDF object to True.
- \* Create a custom MDF object.
- \* Modify ONB2DataCollectionUserConfig.

### NEW QUESTION 17

What causes the preconfigured e-mail template list to be blank?

- \* The Reuse Template dropdown was NOT selected.
- \* The list is accessed for the first time.
- \* The Create New Template dropdown was NOT selected.

\* The templates are NOT visible due to permissions.

### NEW QUESTION 18

What rehire conditions should be enabled with the Hire/Rehire Configuration generic object? Note:

There are 3 correct Answers to this question.

- \* Date of Birth
- \* First Name and Last Name
- \* First Name, Last Name, and Date of Birth
- \* National ID
- \* First Name, Middle Name, and Last Name

### NEW QUESTION 19

How do you make external users visible in the Metadata Framework?

- \* Enable rule SAP\_ONB2DataCollectionCheck.
- \* Add a business rule to ONB2DataCollectionUserConfig.
- \* Set the mdSystemExternalUserVisibility field to Editable in Configure Object Definition.
- \* Set the mdSystemExternalUserVisibility field to Editable in Manage Business Configuration.

### NEW QUESTION 20

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

- \* Configure object definitions
- \* ONB2Process
- \* ONB2ProcessTrigger
- \* Cancel onboarding permission

### NEW QUESTION 21

What are the requirements to activate Print Forms Generation in Provisioning? Note: There are 2 correct Answers to this question.

- \* Enable Document Management Service.
- \* Enable Document Generation.
- \* Add the Print Form Service URL.
- \* Add the customer's P-user account.

### NEW QUESTION 22

Which processes and functionalities are available in sap successfactors onboarding with integration to an external HRIS? Note:

There are 2 correct answers to this question

- \* Offboarding for terminating employees
- \* Process restart for new hires
- \* Onboarding for new hires
- \* Crossbordering from transferring employees

### NEW QUESTION 23

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.

- \* Go to Admin Center ? Manage Configuration UI.
- \* Enable the Admin Configuration tool in Provisioning.
- \* Activate Enable Intelligent Services.
- \* Create a configuration UI object with a specified ID.
- \* Use a business rule for the object's visibility.

#### **NEW QUESTION 24**

What scheduled job type do you create so new hires become internal users?

- \* New Hire Export
- \* ConvertExternalUserOnStartDateJob
- \* OnStartDateStatusChange
- \* External to Internal Candidate Profile Conversion

#### **NEW QUESTION 25**

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

- \* Additional onboarding data collection
- \* New hire verification
- \* New employee
- \* Compliance form
- \* Create new hire tasks

#### **NEW QUESTION 26**

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

- \* Manage workflows
- \* Employee data
- \* Employee central effective dated entities
- \* Employee central api

#### **NEW QUESTION 27**

How do you make external users visible in the metadata framework?

- \* Set the mdSystemExternalUserVisibility field to editable in manage business configuration
- \* Add a business rule to ONB2DataCollectionUserConfig
- \* Set the mdSystemExternalUserVisibility field to Editable in Configure Object Definition
- \* Enable rule SAP\_ONB2DataCollectionCheck

#### **NEW QUESTION 28**

What are some features supported by SAP SuccessFactors Onboarding? Note: There are 2 correct Answers to this question.

- \* Data collection of contingent worker personal information
- \* Data collection of new hire personal information
- \* Document generation and e-signature
- \* Global assignment of employees

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