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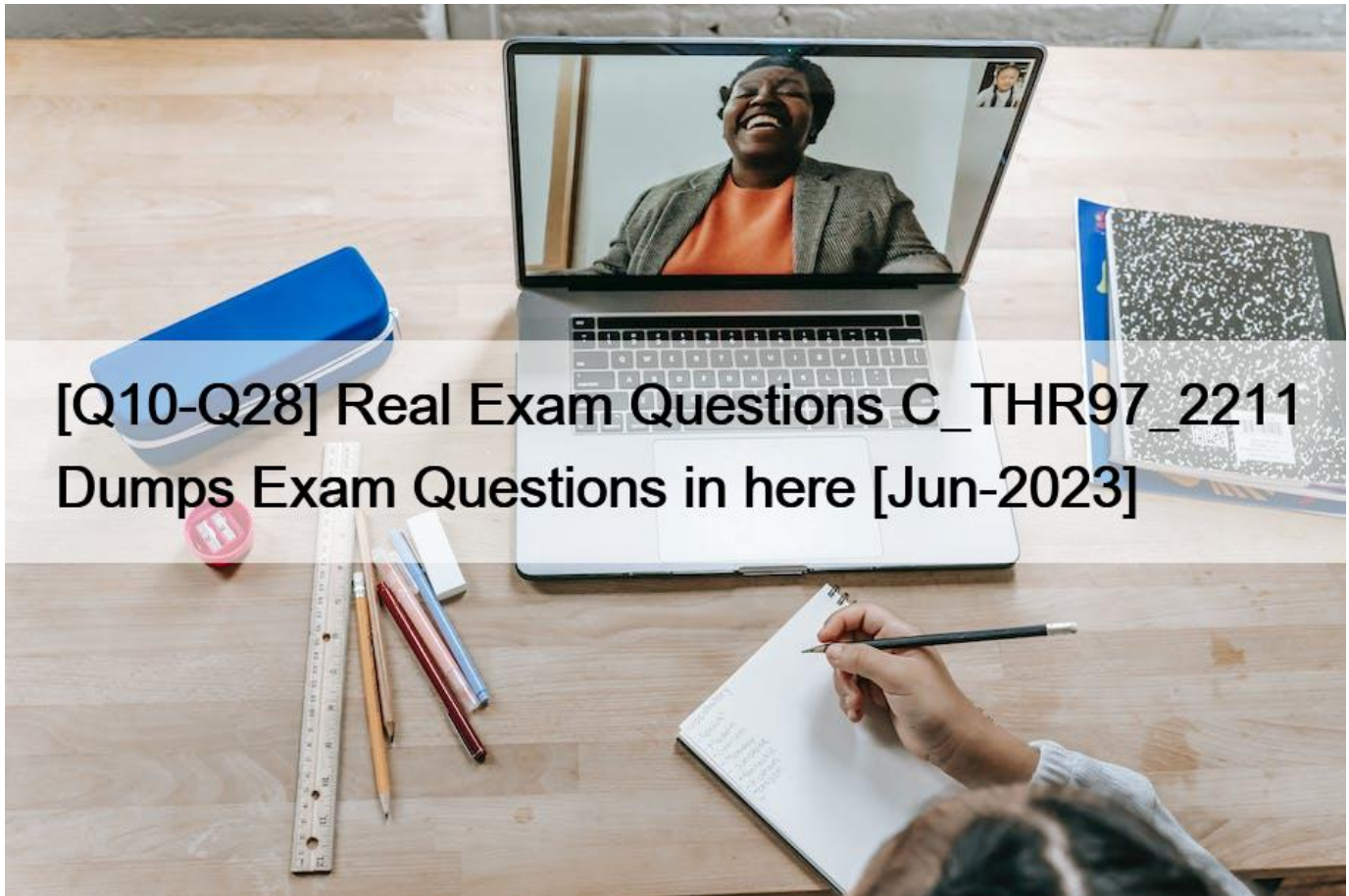

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NEW QUESTION 10

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 offboardee’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 mdfSystemExternalUserVisibility field to Editable in Configure Object Definition.
* Set the mdfSystemExternalUserVisibility 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
* Crossborading 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 mdfSystemExternalUserVisibilty field to editable in manage business configuration
* Add a business rule to ONB2DataCollectionUserConfig
* Set the mdfSystemExternalUserVisibility 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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