

SAP.C_THR97_2405.by.HungThi.44q

Number: C_THR97_2405
Passing Score: 800
Time Limit: 120
File Version: 4.0

Exam Code: C_THR97_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding



Exam A

QUESTION 1

You want to upload a new document template and assign signature placeholders. What permissions do you need?

Note: There are 2 correct answers to this question.

- A. Manage Documents
- B. Manage Document Template
- C. Manage Document Template Mapping
- D. Manage Document Visibility

Correct Answer: B, C

Section:

Explanation:

To upload document templates and assign signature placeholders, users need the 'Manage Document Template' and 'Manage Document Template Mapping' permissions. These permissions allow for managing document templates and ensuring accurate mapping of signature placeholders for onboarding documents.

QUESTION 2

What are some examples of preconfigured Offboarding e-mail templates?

Note: There are 3 correct answers to this question.

- A. Offboarding Exit Interview Scheduling
- B. Offboarding Cancelled
- C. Offboarding Process Restarted
- D. Announce Termination Message
- E. Resignation Approval Message to Employee

Correct Answer: A, B, D

Section:

Explanation:

SAP SuccessFactors Offboarding includes several preconfigured e-mail templates, such as 'Offboarding Exit Interview Scheduling,' 'Offboarding Cancelled,' and 'Announce Termination Message.' These templates streamline communication with employees during the offboarding process.

QUESTION 3

Which business rule allows the offboarder to edit their personal information?

- A. ONB2_OFB_EmployeeReviewCheck
- B. ONB2SelectOffboardingActivitiesConfig
- C. ONB2ResponsibilityConfig
- D. ONB2_OFB_ManagerReviewCheck

Correct Answer: A

Section:

Explanation:

The ONB2_OFB_EmployeeReviewCheck rule enables offboarding employees to review and edit their personal information as part of the exit process, ensuring that their records are accurate and up to date before their



departure.

QUESTION 4

Which of the following are predefined business rules for Onboarding?

Note: There are 3 correct answers to this question.

- A. ONB2_Initiate_Offboarding_Configuration
- B. ONB2_PreDay1AccessCheck
- C. ONB2_ProcessClosurePeriodConfig
- D. ONB2_InternalHire_Configuration
- E. ONB2_Select_Onboarding_Task_Configuration

Correct Answer: B, C, D

Section:

Explanation:

Predefined business rules for Onboarding, such as 'ONB2_PreDay1AccessCheck,' 'ONB2_ProcessClosurePeriodConfig,' and 'ONB2_InternalHire_Configuration,' manage tasks like pre-start access, process closure timelines, and internal hire configurations to support structured onboarding workflows.

QUESTION 5

What are some features supported by SAP SuccessFactors Onboarding?

Note: There are 3 correct answers to this question.

- A. Document generation, e-signature, global reassignment of employees
- B. Management of contingent workers
- C. External HRIS integration with internal hire process
- D. Data collection of new hire personal information

Correct Answer: A, C, D

Section:

Explanation:

SAP SuccessFactors Onboarding supports several features designed to streamline and automate the onboarding process. These features include document generation, which allows creating and managing onboarding documents; e-signature capabilities to facilitate digital signing of onboarding documents; and the ability to reassign employees globally. The module also integrates with external HRIS systems, ensuring data flows seamlessly into internal processes, and collects critical personal information from new hires.

QUESTION 6

How can you grant Onboarding access to the future manager of an internal hire?

Note: There are 2 correct answers to this question.

- A. Create a Role-Based Permission role with necessary onboarding permissions and assign it to the Future Manager (Internal Hire) group.
- B. Create a Role-Based Permission group for the internal hire's future manager and 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, and assign the role to a future manager Role-Based Permission group.

Correct Answer: A, C

Section:

Explanation:

To provide Onboarding access to the future manager of an internal hire, permissions can be set up through Role-Based Permission (RBP) configurations. Creating an RBP role with the necessary permissions and assigning it to the 'Future Manager (Internal Hire)' group is one option. Additionally, modifying the jobRelType picklist by adding a specific code (e.g., 'managers (internal hire)') allows managers to be designated correctly for internal hires in



the onboarding process.

QUESTION 7

How can you create a custom task for an onboarding program?

Note: There are 2 correct answers to this question.

- 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.

Correct Answer: A, B

Section:

Explanation:

Custom tasks for onboarding programs can be created using custom MDF (Metadata Framework) objects within SAP SuccessFactors. The custom MDF object serves as the foundation for the task, which can then be linked to an onboarding program. This approach allows for the customization and flexibility needed to adapt to unique onboarding processes.

QUESTION 8

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.

- 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

Correct Answer: A, B, D

Section:

Explanation:

The hiring manager and onboarding participants require specific permissions to manage new hire data effectively. Permissions such as 'Update New Hire Data' and 'Complete Data Collection Tasks' allow for the completion of onboarding activities on behalf of the new hire. 'Access New Hire Data Permission' provides access to the new hire's data, ensuring onboarding participants can complete essential tasks as part of the onboarding workflow.

QUESTION 9

Which type of Onboarding data is included in the Read Audit Reports feature?

Note: There are 3 correct answers to this question.

- A. All documents
- B. Documents with sensitive data
- C. E-mail notifications
- D. Custom data from MDF custom objects
- E. Data from Recruiting Management and Employee Central

Correct Answer: C, D, E

Section:

Explanation:

The Read Audit Reports feature in SAP SuccessFactors Onboarding provides visibility into various data points related to the onboarding process. This includes records of e-mail notifications sent as part of onboarding



communications, custom data captured through MDF custom objects, and data integrated from Recruiting Management and Employee Central. These capabilities help ensure compliance and transparency in onboarding data management.

QUESTION 10

How can you create a custom task for an offboarding program?

Note: There are 2 correct answers to this question.

- A. Create a custom MDF object.
- B. Create a UI using the UI Template Editor.
- C. Define a business rule for the custom task.
- D. Create email notifications for the custom task.

Correct Answer: A, B

Section:

Explanation:

Custom tasks for offboarding programs can be created by developing a custom MDF object, which enables the configuration of unique tasks tailored to the offboarding process. Additionally, creating a user interface through the UI Template Editor allows these tasks to be displayed and managed effectively within the SuccessFactors system.

QUESTION 11

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.

- A. Create New Hire Tasks
- B. New Employee
- C. Additional Onboarding Data Collection
- D. New Hire Verification
- E. Compliance Forms

Correct Answer: A, C, E

Section:

Explanation:

The Process Variant Manager in SAP SuccessFactors Onboarding allows administrators to customize onboarding workflows by adding various steps to align with organizational needs. 'Create New Hire Tasks' and 'Additional Onboarding Data Collection' help streamline task assignments and data collection, while 'Compliance Forms' ensure that legal and regulatory documentation requirements are met during onboarding.

QUESTION 12

In the internal hire process, why would you use the Emp Job API to update the employee profile?

- A. To send data from Recruiting Management to Onboarding
- B. To convert the external user to an internal hire when the external user is moved to Manage Pending Hires
- C. To initiate the internal hire process using the transfer event
- D. To create a transfer event and update the employee profile record

Correct Answer: D

Section:

Explanation:

The Emp Job API in SAP SuccessFactors enables the creation of transfer events to update an employee's profile when they are moving to a new position internally. This functionality is vital for keeping employee records accurate and reflective of current assignments and roles within the organization.



QUESTION 13

How do you configure the Rehire with Old Employment function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Identify the data used to match records using the Hire/Rehire Configuration object.
- B. Assign the Rehire Inactive Employee permission.
- C. Enable 'Allow Rehire with Old Employment' switch in Onboarding General Settings.
- D. Add the rehire coordinators to the SAP_ONB2_RehireCoordinator dynamic group.
- E. Create a responsible group for rehire coordinators.

Correct Answer: B, C, E

Section:

Explanation:

Configuring the 'Rehire with Old Employment' function involves several settings to ensure rehired employees' records are managed accurately. This includes enabling the rehire permission, setting the 'Allow Rehire with Old Employment' option in general settings, and assigning a responsible group for rehire coordinators to handle rehire cases effectively.

QUESTION 14

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Import a CSV file of new hires in Admin Center.
- B. Add a new hire to Onboarding in Admin Center.
- C. Initiate Onboarding from an external applicant tracking system.
- D. Add a New Employee in Admin Center.
- E. Initiate Onboarding from SAP SuccessFactors Recruiting.

Correct Answer: B, C, E

Section:

Explanation:

The Onboarding process in SAP SuccessFactors can be initiated through multiple avenues. New hires can be added directly in the Admin Center, or onboarding can begin automatically when a new employee is hired from SAP SuccessFactors Recruiting. Additionally, integration with external applicant tracking systems allows onboarding initiation for candidates hired outside SAP SuccessFactors.

QUESTION 15

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

- A. The HR Manager will be considered the responsible owner.
- B. The Onboarding Administrator will be considered the responsible owner.
- C. The Recruiter will be considered the responsible owner.
- D. The Hiring Manager will be considered the responsible owner.

Correct Answer: D

Section:

Explanation:

In SAP SuccessFactors Onboarding, if no specific responsibility group is assigned to a task, the Hiring Manager is assigned by default. This assignment ensures tasks are not left unassigned and that the hiring manager takes responsibility for completing or overseeing the onboarding process.

QUESTION 16



How is mobile functionality supported with Onboarding?

- A. Through mobile browsers and the SAP SuccessFactors app
- B. Through mobile browsers only
- C. Through the SAP SuccessFactors app only
- D. Through Admin Center Mobile access only

Correct Answer: B

Section:

Explanation:

SAP SuccessFactors Onboarding is accessible via mobile browsers, allowing users to interact with onboarding tasks on a wide range of mobile devices without needing a separate app. This browser-based support provides flexibility for users to complete onboarding tasks on the go.

QUESTION 17

Transfer events are created only for changes made to which Employee Central data entities?

Note: There are 2 correct answers to this question.

- A. jobInfo
- B. employmentInfo
- C. compInfo
- D. globalInfo

Correct Answer: A, C

Section:

Explanation:

In SAP SuccessFactors Employee Central, transfer events are triggered by updates to the 'jobInfo' and 'compInfo' entities. These entities record changes to job assignments and compensation details, respectively, which are essential for maintaining accurate and current employee information during transfers.

QUESTION 18

What are some benefits of the SAP SuccessFactors Onboarding solution?

Note: There are 2 correct answers to this question.

- A. It provides more control and visibility to configure and administer processes.
- B. It allows multiple standard process flows for Onboarding scenarios.
- C. It allows a separate database for Onboarding.
- D. It is fully integrated with SAP SuccessFactors Employee Central.

Correct Answer: A, D

Section:

Explanation:

SAP SuccessFactors Onboarding offers several key benefits, including enhanced control and visibility for configuring and managing onboarding workflows. Additionally, it is fully integrated with SAP SuccessFactors Employee Central, ensuring seamless data flow and eliminating data redundancy across onboarding and core HR processes.

QUESTION 19

How would you configure an onboarding process that does NOT require the Review New Hire Data step?

- A. Define a business rule using the Update Onboarding or Offboarding Process Object scenario.



- B. Create a process variant without a Review New Hire Data step.
- C. Skip the step by selecting the option from the Action menu in the Onboarding dashboard.
- D. Cancel the Review New Hire Data task from the Onboarding dashboard.

Correct Answer: B

Section:

Explanation:

To configure an onboarding process without the Review New Hire Data step, a new process variant can be created using Process Variant Manager, omitting this specific step. This allows for streamlined onboarding processes that do not require data review, depending on the organization's requirements.

QUESTION 20

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. Document Flow
- B. Personal Data Collection
- C. Compliance Forms
- D. Additional Data Collection

Correct Answer: B, D

Section:

Explanation:

Tasks such as 'Personal Data Collection' and 'Additional Data Collection' can be completed by onboarding participants on behalf of the new hire, allowing HR or designated users to enter necessary information directly into the system, ensuring data is accurately captured even if the new hire is unavailable.



QUESTION 21

What are the prerequisites to creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create role-based permissions to access new hire tasks.
- B. Configure additional tasks in the dashboard.
- C. Create an Onboarding program to assign tasks.
- D. Configure the Select Onboarding Task Configuration business rule.

Correct Answer: A, C

Section:

Explanation:

Creating onboarding tasks requires role-based permissions to ensure the right users can access and manage these tasks. Additionally, establishing an onboarding program is necessary for assigning specific tasks to new hires within the program's framework.

QUESTION 22

How can you configure the employee global assignment process in Onboarding?

Note: There are 3 correct answers to this question.

- A. Add the global assignment business rule to the DEFAULT_ONB2_CONFIG object.
- B. Enable the (ONB) Global Assignment User Welcome Message Trigger email template.
- C. Enable Context Switcher to allow the employee to toggle between current user profiles and global assignments.

- D. Configure a business rule using the Trigger Onboarding Global Assignment scenario.
- E. Enable Global Assignment in Onboarding General Settings.

Correct Answer: A, B, D

Section:

Explanation:

To configure global assignments in Onboarding, administrators can add a specific business rule to the DEFAULT_ONB2_CONFIG object, enable a welcome message trigger email for global assignments, and set a business rule to activate the global assignment onboarding scenario. These configurations support the smooth transition of employees in global roles.

QUESTION 23

How can you add a final review step in an onboarding process?

Note: There are 3 correct answers to this question.

- A. Add the Final Review step using Process Variant Manager.
- B. Define a business rule using the Assign Responsible Group for Data Review.
- C. Enable Final Review in Onboarding General Settings.
- D. Add the task participation configuration business rule to the DEFAULT_ONB2_CONFIG.
- E. Add the Personal Data Collection step in the onboarding process using Process Variant Manager.

Correct Answer: A, B, D

Section:

Explanation:

A final review step can be incorporated into the onboarding process by utilizing the Process Variant Manager to add the step, defining a business rule to assign responsible groups for data review, and configuring task participation through the DEFAULT_ONB2_CONFIG object. These configurations ensure data accuracy and completeness before the onboarding process concludes.

QUESTION 24

What MDF object do you configure to handle the restart feature in SAP SuccessFactors Onboarding?

- A. ONB2Process
- B. ONB2Process Task
- C. ONB2Process Trigger
- D. ONB2ProcessVariant

Correct Answer: A

Section:

Explanation:

The ONB2Process MDF object is configured to manage the restart feature within SAP SuccessFactors Onboarding. This object enables restarting onboarding processes when necessary, ensuring data integrity and alignment with updated onboarding requirements.

QUESTION 25

Which of the following statements is an accurate behavior of the Onboarding system when a restart is triggered?

- A. Data captured from the onboarding process can be retained after a manual or automatic process restart.
- B. Data captured from the onboarding process can be retained after a manual process restart.
- C. Data captured from the onboarding process will be replaced by data from Recruiting.
- D. Data captured from the onboarding process can be retained after an automatic process restart.

Correct Answer: B

Section:

Explanation:

In SAP SuccessFactors Onboarding, when a process restart is triggered manually, it allows data retention from the onboarding process, helping maintain consistency and ensuring the data previously entered is not lost unless explicitly reset.

QUESTION 26

You have configured custom data collection and uploaded the forms in Maintain Onboarding Offboarding Document Templates for your customer. How can you map the document fields to the custom data collection fields?

Note: There are 3 correct answers to this question.

- A. Choose the MDF custom object as the base object.
- B. Select Direct in the Mapping Type column.
- C. Select the fields from the MDF custom object in the Target Field column.
- D. Select Rule in the Mapping Type column.
- E. Create a business rule.

Correct Answer: A, B, C

Section:

Explanation:

To map document fields to custom data collection fields in SAP SuccessFactors Onboarding, administrators should set the MDF custom object as the base object, choose 'Direct' in the Mapping Type column, and select the relevant fields in the Target Field column. This setup allows seamless integration of custom fields into onboarding document templates.

QUESTION 27

How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes?

Note: There are 2 correct answers to this question.

- A. Qualtrics collects the new hire experiences and reports the results.
- B. Onboarding collects the new hire experiences and Qualtrics reports the results.
- C. Qualtrics collects the exit survey information and reports the results.
- D. Offboarding collects the exit survey information and Qualtrics reports the results.

Correct Answer: A, C

Section:

Explanation:

Qualtrics integration with SAP SuccessFactors enables the collection of lifecycle data, such as new hire experiences and exit survey information. Qualtrics handles the collection and reporting of this feedback, providing valuable insights into employee experiences during onboarding and offboarding.

QUESTION 28

Which HRIS elements are required to include specific fields mapped between Recruiting Management and Employee Central?

Note: There are 3 correct answers to this question.

- A. employmentInfo
- B. personallInfo
- C. complInfo
- D. personInfo
- E. jobInfo

Correct Answer: B, D, E

Section:

Explanation:

For effective integration between Recruiting Management and Employee Central, certain HRIS elements are necessary to map specific fields. The 'personallInfo,' 'personInfo,' and 'jobInfo' elements are crucial as they store essential details like personal data and job-related information that must align across both modules.

QUESTION 29

Which onboarding processes are supported by the automatic hiring function in Onboarding?

Note: There are 3 correct answers to this question.

- A. Regular Hire
- B. Concurrent Employment
- C. Global Assignment
- D. Rehire
- E. Rehire with New Employment

Correct Answer: A, D, E

Section:

Explanation:

The automatic hiring function in SAP SuccessFactors Onboarding supports processes such as Regular Hire, Rehire, and Rehire with New Employment, allowing for efficient onboarding and quick data transitions for these specific employment scenarios.

QUESTION 30

Which processes or functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Onboarding for new hires
- B. Offboarding for terminating employees
- C. Process restart for new hires
- D. Internal hire from transferring employees

Correct Answer: A, C

Section:

Explanation:

When integrated with an external HRIS, SAP SuccessFactors Onboarding supports functionalities such as onboarding new hires and enabling process restarts. These features help ensure a seamless onboarding process with external HRIS systems.

QUESTION 31

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.

- A. Define the applicant status set for Onboarding in Recruiting Management.
- B. Assign the Onboarding Initiate Permission to designated users in Recruiting Management.
- C. Map the desired fields using the Onboarding Integration Setup tool in Admin Center.
- D. Modify the Onboarding templates in Recruiting Management.
- E. Modify the Onboarding Feature Permission on job requisition template XML files.

Correct Answer: A, B, E

Section:

Explanation:

Configuring the integration between Onboarding and Recruiting Management requires defining the onboarding-specific applicant status, granting necessary permissions to initiate onboarding, and updating permissions in the job requisition XML files. These steps ensure alignment and access control across the onboarding workflow.

QUESTION 32

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

- A. Process
- B. Process Trigger
- C. Configure Object Definitions
- D. Cancel Onboarding Permission

Correct Answer: A

Section:

Explanation:

The 'Process' permission enables participants to manage the process flow, including the ability to cancel onboarding if necessary. This permission allows users to oversee and intervene in the onboarding workflow to prevent issues or make changes as required.

QUESTION 33

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

- A. Manage Onboarding or Offboarding
- B. Administrate Onboarding or Offboarding Content
- C. Onboarding Admin Configuration Item
- D. Show Onboarding Tasks Status on the Dashboard



Correct Answer: A

Section:

Explanation:

The 'Manage Onboarding or Offboarding' permission grants users access to the relevant tools and modules within Admin Center, enabling them to administer and monitor onboarding or offboarding processes directly within SAP SuccessFactors.

QUESTION 34

Which role-based permissions apply only to Offboarding?

Note: There are 2 correct answers to this question.

- A. Knowledge Transfer Plan
- B. Document Flow
- C. Meeting Task
- D. Asset Task

Correct Answer: A, D

Section:

Explanation:

The 'Knowledge Transfer Plan' and 'Asset Task' permissions are specific to the Offboarding module, allowing organizations to manage tasks related to knowledge handover and asset recovery, which are essential parts of the employee exit process.

QUESTION 35

How can you grant access to users who complete all onboarding tasks on behalf of hiring managers when they are NOT available?

- A. Assign the hiring manager role to the users who will complete the onboarding tasks.
- B. Assign the proxy module access for Employee Central + Employee Profile Onboarding.
- C. Assign the Additional Data Permission in Role-Based Permissions.
- D. Assign the Complete Data Collection Tasks in Role-Based Permissions.

Correct Answer: D

Section:

Explanation:

To enable other users to complete onboarding tasks on behalf of unavailable hiring managers, the 'Complete Data Collection Tasks' permission should be assigned. This permission allows designated users to step in and manage essential onboarding tasks, ensuring continuity in the process.

QUESTION 36

How do you grant your administrator the ability to update the Onboarding Process Flows tool?

- A. Add the administrator to the OnboardingBPEServiceUser group
- B. Add the administrator to the OnboardingBpeAdmin group
- C. Add the administrator to the SAP_ONB2_ErrorFlowAdmins group
- D. Add the Process Management permission to the Onboarding administrator role

Correct Answer: B

Section:

Explanation:

Adding the administrator to the OnboardingBpeAdmin group provides them with the necessary permissions to update and manage the Onboarding Process Flows tool. This group is designated for administrators responsible for overseeing onboarding process configurations.

QUESTION 37

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

- A. To define who completes each offboarding activity
- B. To define who completes each offboarding program
- C. To define who completes each offboarding task
- D. To define who can complete both offboarding and onboarding tasks

Correct Answer: C

Section:

Explanation:

Setting permissions for each type of Offboarding task allows administrators to specify who is responsible for each task within the Offboarding process. This level of control helps ensure tasks are completed by appropriate roles and personnel.

QUESTION 38

Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- A. Administrator



- B. External employees
- C. Manager
- D. All employees
- E. Contingent workers

Correct Answer: A, C, D

Section:

Explanation:

Role-based permissions should be granted to administrators, managers, and employees to ensure they can perform Offboarding tasks as required. These roles typically have responsibilities in the offboarding process, such as managing tasks and overseeing the exit process for departing employees.

QUESTION 39

Which permission roles are created for Onboarding by default in SAP SuccessFactors?

Note: There are 2 correct answers to this question.

- A. OnboardingBPEAdmin
- B. OnboardingExternalUser
- C. SAP_ONB2_RehireCoordinator
- D. OnboardingBPEServiceUser

Correct Answer: C, D

Section:

Explanation:

The SAP_ONB2_RehireCoordinator and OnboardingBPEServiceUser roles are default roles in SAP SuccessFactors Onboarding. These roles enable coordination and service functions, particularly in rehire and process management contexts, to support onboarding processes effectively.

QUESTION 40

How can you trigger Offboarding within the SAP SuccessFactors HXM Suite?

- A. Manually start the process within Offboarding
- B. Integrate from an external HRIS
- C. Integrate with SAP SuccessFactors Employee Central
- D. Mass import with a CSV file

Correct Answer: C

Section:

Explanation:

Offboarding can be triggered through integration with SAP SuccessFactors Employee Central, allowing the process to initiate automatically based on employee termination events within the system, thus maintaining seamless HR workflows.

QUESTION 41

What is an Offboarding program?

- A. Predefined tasks that are completed by the manager and exiting employee
- B. Both predefined and custom tasks completed by the manager and exiting employee
- C. Custom tasks that are completed by the manager and exiting employee
- D. A list of exit survey questions completed by the exiting employee

Correct Answer: B

Section:

Explanation:

An Offboarding program in SAP SuccessFactors includes both predefined and custom tasks that are completed by the exiting employee and their manager. This approach provides flexibility to address specific organizational needs and ensure a smooth transition for the exiting employee.

QUESTION 42

How can you auto-archive Offboarding tasks?

Note: There are 2 correct answers to this question.

- A. Create a scheduled batch job from the front-end system to archive the Offboarding tasks.
- B. Enable Archive & Print in Provisioning.
- C. Create a business rule that identifies the Offboarding tasks to archive.
- D. Create a scheduled batch job from Provisioning that archives the Offboarding tasks.

Correct Answer: C, D

Section:

Explanation:

Auto-archiving Offboarding tasks can be set up by creating a business rule to identify tasks that need archiving and by scheduling a batch job in Provisioning to archive those tasks systematically. This configuration supports compliance and efficient data management in Offboarding.

QUESTION 43

Which role-based permission categories should you configure to define available fields in Onboarding data collection steps?

Note: There are 2 correct answers to this question.

- A. Manage Workflows
- B. Employee Data
- C. Employee Central Effective Dated Entities
- D. Employee Central API

Correct Answer: B, D

Section:

Explanation:

Configuring the 'Employee Data' and 'Employee Central API' permission categories enables access to specific data fields required during Onboarding data collection steps. These permissions allow control over the visibility and accessibility of personal and employment data for users in the onboarding process.

QUESTION 44

What does the ONB2OffboardingActivitiesConfig permission grant to a user?

- A. Ability to configure Offboarding programs
- B. Ability to manage Offboarding content
- C. Ability to configure the Offboarding process
- D. Ability to configure Offboarding e-mail templates

Correct Answer: A

Section:

Explanation:

The ONB2OffboardingActivitiesConfig permission provides users the ability to configure Offboarding programs, including defining activities and workflows within the Offboarding process. This permission is essential for



administrators managing Offboarding configurations.

