



# SAP

## C\_THR91\_1811 Exam

**SAP Certified Application Associate-SAP SuccessFactors  
Onboarding 1.0 Q4/2018 Exam**

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# Version: 1.0

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**Question: 1**

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What is required to synchronize user permissions between SuccessFactors HCM and SAP SuccessFactors Onboarding?  
3 correct answers

- A. A user file is exported from KMS Onboarding SuccessFactors HCM -> Admin Center
- B. An ad-hoc report created using the SuccessFactors HCM reporting tool
- C. A job scheduled to be run on a recurring schedule
- D. An FTP server located on the same server as the Onboarding instance
- E. An advanced report created within Onboarding

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**Answer: B C E**

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**Question: 2**

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What is populated on the PDF forms?

- A. Data collected during an SAP SuccessFactors Onboarding process
- B. Emergency contact information
- C. Personal information not collected in the application process
- D. All fields used in SAP SuccessFactors Recruiting

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**Answer: A**

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**Question: 3**

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What company settings do you activate in Provisioning to integrate SAP SuccessFactors Recruiting with SAP SuccessFactors Onboarding? 2 correct answers

- A. Enable Onboarding Integration -> BizX Onboarding integration
- B. Enable Onboarding Integration -> VI Onboarding integration
- C. Onboarding Demo Environment for Recruiting Onboarding integration
- D. Enable Onboarding Application

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**Answer: A D**

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**Question: 4**

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What is required to enable role-based permissions in SAP SuccessFactors Onboarding? 3 correct

answers

- A. Log in to Onboarding as a user and set up wizards and user controls
- B. Create role-based permission roles in SuccessFactors HCM
- C. Log in to Super Admin and create a role of a group
- D. Enable role-based permissions in Provisioning
- E. Create security groups in Onboarding with the same name as the role created in SuccessFactors HCM ' role-based permission roles

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**Answer: B D E**

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**Question: 5**

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You are going to set up and test the integration between SAP SuccessFactors Recruiting and SAP SuccessFactors Onboarding.

What RBP permissions do you need?

3 correct answers

- A. Setup Onboarding Integrations
- B. Onboarding Initiate permission
- C. Manage Onboarding EC integration field mapping
- D. Manage Onboarding permission
- E. Manage Onboarding Templates

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**Answer: A B D**

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**Question: 6**

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What property in Panel Designer would be used to create an SF HCM picklist field?

- A. Parent Control
- B. SF HCM Picklist
- C. Drop Down List
- D. Validator

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**Answer: B**

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**Question: 7**

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When is the new hire date collected by the HRIS by default?

- A. After the new hire submits all signed paperwork
- B. upon completion of the Hiring Manager Activities
- C. Upon completion of the Orientation step
- D. After the Corporate Representative reviews the paperwork

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**Answer: C**

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**Question: 8**

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A client has configured a global process with panels that collect compliance data relevant to the country of Germany.

Who will be responsible for maintaining these panels?

- A. the SuccssFactors engineers will maintain these panels because they arc considered Standard panels
- B. The Partner consultant will maintain these panels for the client
- C. the SuccssFactors engineers will maintain all compliance panels
- D. The client will, because the panels arc considered user-defined

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**Answer: D.**

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**Question: 9**

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What type of permission allows an onboarding user to execute any steps in the process?

- A. Activity Steps
- B. General
- C. Monitor Steps
- D. Administrator

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**Answer: A**

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**Question: 10**

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Where do you reset a user's Onboarding password?

- A. In Admin Center -> Manage Users
- B. In Employee Information -> Personal Information
- C. In Provisioning
- D. In Security -> Users

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**Answer: D**

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