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Certified Application Associate - SAP SuccessFactors Onboarding 1H/2022

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Version: 4.0

Question: 1

Which HRIS elements are required in order to include specific fields mapped between recruiting management and employee central? Note: there are 3 correct answers to this question

A. Personinfo
B. Jobinfo
C. Employmentinfo
D. Personalinfo
E. Compinfo

Answer: B, C, D

Question: 2

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_PreDaylAccessCheck

Answer: A, C, E

Question: 3

Why is it recommended to consolidate customer forms? Note: There are 2 correct answers to this question

A. Provides a global experience
B. Eliminates the need for multiple languages
C. Eliminate a need for e-signature
D. Eliminates extra forms for hires

Answer: A, D

Question: 4

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

A. ONB2_OFB_ManagerReviewCheck
B. ONB2KnowledeTransferPlanActivity
C. ONB2_OFB_EmployeeReviewCheck
D. ONB2SelectOffboardingActivitiesConfigRule

Answer: C

Question: 5

How can you trigger offboarding within the sap successfactors hxm suite?

A. Integrate from an external HRIS
B. Manually start the process within onboarding
C. Integrate with sap successfactors employee central
D. Mass import with a csv file

Answer: C

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