

SAP.C-THR91-1902.v2022-07-01.q73

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NEW QUESTION: 1

Where in the Data Dictionary must you place a field if you want that field to be sent from SuccessFactors Recruiting to SuccessFactors Onboarding?

- A. Integration -> Standard Export
- B. Integration -> EC
- C. Integration -> RX and then distribute to the Recruiting Management entities.
- D. Export Categories

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

When running the Recruiting to Onboarding Data Review, what do you use to search for users? 2 correct answers.

- A. Onboarding Candidate Info Object
- B. Job Requisition ID
- C. Applicant ID
- D. Employee ID

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 3

You are editing a form. What form attribute must be unique?

Please choose the correct answer.

Response:

- A. Client Code
- B. Print Count

C. Reason

D. Order

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 4

Which of the following is NOT a type of SAP SuccessFactors Onboarding Panel?

Please choose the correct answer.

Response:

A. Default

B. Standard

C. Compliance

D. User Defined

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 5

Which of the following is NOT a type of User ID?

Please choose the correct answer.

Response:

A. HCM ID

B. Recruiting ID

C. Employee ID

D. HR Data ID

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 6

What trigger can you select when creating or editing a notification?

Please choose the correct answer.

Response:

A. Initiate OnBoarding

B. Start Date

C. Orientation Step

D. Prior to Orientation

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 7

Which of the following is true regarding the Onboarding Security to Role-Based Permissions sync?

Please choose the correct answer.

Response:

A. The Role-Based Permission Role Name in SAP SuccessFactors must match the Onboarding Security

Role name

B. The Role-Based Permission Group Name in SAP SuccessFactors must match the Onboarding Security

Group name

C. The Role-Based Permission Group Name in SAP SuccessFactors must match the Onboarding Security

Role name

D. The Role-Based Permission Role Name in SAP SuccessFactors must match the Onboarding Security

Group name

Answer: D (LEAVE A REPLY)

NEW QUESTION: 8

Where do you create a new notification group?

A. Admin Center -> Email Notifications Template Settings

B. Admin Center -> Manage Workflow Groups

C. Super Admin -> Account Options -> Add Option

D. Notifications -> Add -> Group Name

Answer: D (LEAVE A REPLY)

NEW QUESTION: 9

Which of the following SuccessFactors HCM solutions can be integrated with SAP SuccessFactors Onboarding? 3 correct answers

A. SAP SuccessFactors - Compensation

B. SAP SuccessFactors - Recruiting Management

C. SAP SuccessFactors - Goal Management

D. SAP SuccessFactors - Succession

E. SAP SuccessFactors - Employee Central

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 10

Why should you create a Corporate Structure?

There are 3 correct answers to this question.

Response:

A. To send the new hire information to SuccessFactors Employee Central

B. To assign the corporate address to the I-9 form.

C. To initiate OnBoarding

D. To assign activities to a corporate user

E. To build conditions for processes, panels or forms

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 11

What flag is set to determine when the new hire record is imported to Success Factors Employee Central?

Please choose the correct answer.

Response:

- A. Enable External ATS-ONB-EC integrations
- B. PostPHV message to BizX after PHV is completed
- C. HireDate update message to BizX after OS is completed.
- D. PaperWorkDone message to BizX after NES is completed by new-hire

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 12

When creating a new notification what functional types of notifications can you see? 2 correct answers

- A. Action Notifications
- B. Work Queue Notifications
- C. E-mail Notifications
- D. User Notifications

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 13

How do you enable Onboarding-Employee Central integration?

There are 2 correct answers to this question.

Response:

- A. Enable the integration feature in Job requisition Data Model
- B. Enable the PaperWorkDone notification in SuccessFactors HCM Admin tools
- C. Select the ONB-EC integration checkbox in provisioning
- D. Enable all SF_Notifications in Super Admin

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 14

What standard panels can you enable through features in Super Admin?

There are 3 correct answers to this question.

Response:

- A. Set Goals
- B. WOTC Panel (8850 form)
- C. Assign buddy
- D. I-9 Panels
- E. Direct deposit

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

What tool do you use to edit corporate structure level indexed fields?

- A. XpressHR Application
- B. SAP SuccessFactors Onboarding
- C. Admin Center
- D. Super Admin

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 16

I need to make a value of an existing picklist no longer available, but still reportable. Which of the following statuses would I use?

Please choose the correct answer.

Response:

- A. ACTIVE
- B. DELETED
- C. EXTINCT
- D. OBSOLETED

Answer: D ([LEAVE A REPLY](#))

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NEW QUESTION: 17

What can you do to customize the corporate structure to meet a client's requirements? 3 correct answers.

- A. Specify a corporate level for each process
- B. Remove extra levels from the corporate structure
- C. Set up relationships between levels
- D. Create different corporate levels for the same process
- E. Set up a link to a corporate website

Answer: A,B,C ([LEAVE A REPLY](#))

NEW QUESTION: 18

Which two of the following need to be named the same for the permissions to sync from SAP SuccessFactors HCM Role-Based Permissions to SAP SuccessFactors Onboarding security?

There are 2 correct answers to this question.

Response:

- A. Security Group
- B. RBP Role
- C. Onboarding Role
- D. RBP Group

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 19

Your client needs a new panel with two concatenated fields A and B.

Field B will be displayed if Field A is equal to True.

How do you add this logic in the panel?

- A. Select Field A and add a Validator for that field
- B. Select Field B and add an Advanced Condition for that field
- C. Select Field B and add a Validator for that field
- D. Select Field A and add an Advanced Condition for that field

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

Which of the following are options to set a new hire password? 2 correct answers

- A. The new hire sets the password from the "Set Password Here" link in the welcome e-mail
- B. The system administrator resets the password in Onboarding -> Security
- C. The Hiring Manager receives the password in an e-mail
- D. The new hire receives the password in the welcome e-mail

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 21

What must you do before you can integrate Recruiting Management to Onboarding?

There are 2 correct answers to this question.

Response:

- A. Create the initiate Onboarding feature permissions in the job requisition template
- B. Validate fields in Admin Tools-Manage Onboarding-Field mapping tool for Onboarding EC integration
- C. Confirm that the correct fields in Super Admin are available for mapping
- D. Enable Onboarding integration for recruiting in Provisioning with VI Onboarding Integration

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 22

What are the standard integrations tags in SuccessFactors Onboarding?

There are 3 correct answers to this question

Response:

- A. StandardExport
- B. JobReq
- C. Base New Employee Data
- D. RX
- E. EC

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

Your customer has divisions with a specific region and locations with one specific division. What type of

structure do you use to associate these objects?

Please choose the correct answer.

Response:

- A. Hierarchical
- B. Mixed
- C. Non-hierarchical
- D. Dependent

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 24

What integration type for SF HCM picklist is recommended that you use to define a picklist in the data

dictionary?

Please choose the correct answer.

Response:

- A. Label based
- B. User defined
- C. Suite
- D. Code based

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 25

Your customer has two locations. You want to restrict access to forms assigned to a location

Where do you define the conditions to do this?

- A. Settings -> Forms
- B. Reference Files -> Forms -> Advanced Conditions
- C. Reference Files -> Container Forms
- D. Onboarding -> Document Center

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

Where do you define a parent-child relationship between SF HCM picklists?

- A. In the field properties of the picklist in the Data Dictionary
- B. In the SuccessFactors HCM picklist filec
- C. In Reference Files -> Provisioning
- D. In Reference Files -> Data Lists

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 27

How do you create a new tag in the data dictionary?

Please choose the correct answer.

Response:

- A. In account settings, select the namespace where you want to place the tag and click new tag
- B. In the data dictionary, select the namespace where you want to place the tag and click New tag.
- C. In the data dictionary, select the field where you want to place the tag
- D. In the data dictionary, delete the default namespace where you want to place the tag.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 28

Which of the default NameSpaces are used in Onboarding, in the recruiting and Employee Central integration, for exports and in the panel designer and virtual form tools?

There are 3 correct answers to this question.

Response:

- A. Entities
- B. PDF Forms
- C. Wizards
- D. Integrations
- E. Export Categories

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

Where are Wizards created?

Please choose the correct answer.

Response:

- A. Onboarding Administration
- B. Admin Center
- C. Provisioning
- D. Super Admin

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 30

What must you configure before direct deposit data can be integrated into Employee Central's Payment information?

- A. Create a payment information object to map to SAP SuccessFactors Onboarding
- B. Activate Direct Deposit Integration with Employee Central feature
- C. Activate the Direct Deposit panel from Super Admin
- D. Create a set of user-defined Direct Deposit panels and data keys for mapping to Payment information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 31

What settings do you check to add notification activity to the dashboard?

Please choose the correct answer.

Response:

- A. Secured Wizard under Notification-Edit
- B. Source under Notification-Email
- C. Create Activity in WQ under notification-Edit
- D. Enable Notification under Notification-Edit

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 32

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. EnableOnboarding Application
- D. Onboarding Demo Environment for Recruiting Onboarding integration

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 33

What best practice would you recommend when using PDF form groups?

Please choose the correct answer.

- A. Option 2
- B. Option 1
- C. Option 3
- D. Option 4

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

What should you consider when creating a custom form?

There are 2 correct answers to this question.

Response:

- A. E-Signature fields should be added to the data dictionary before creating the custom form.
- B. Field types used in the custom form should always be a textbox.
- C. Custom fields should exist in the data dictionary before creating the custom form
- D. The custom form should be uploaded to Settings -PDF forms when complete

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 37

What operators can you use to set an advanced condition for a notification?

There are 3 correct answers to this question.

Response:

- A. Not equal
- B. Contains
- C. Not empty
- D. Equal
- E. Begins with

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

How do you set up single sign-on? 2 correct answers

- A. Enable the Onboarding application in Provisioning under Company Settings Enable Web Service logins in SuperAdmin
- B. Add feature-permission XML code in the Job Requisition Data Model (JRDM) Enable the Onboarding application in Provisioning under Company Settings
- C. Add Web Service logins in Provisioning under Assertion Consumer Service Settings Update XML key values in Super Admin under Account Options
- D. Index the instance in the Partner Portal Single sign-on is activated automatically

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 39

What feature must you enable in Provisioning to use Success Factors Onboarding?

Please choose the correct answer.

Response:

- A. Enable External ATS-ONB-EC integrations
- B. Goal import
- C. Enable Media service Features
- D. Role-based permissions

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 40

What integration type for SF HCM picklist is recommended Success Factors to Success Factors integration?

Please choose the correct answer.

Response:

- A. Suite
- B. String
- C. Code based
- D. Label based

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 41

What company settings do you activate in Provisioning to integrate SuccessFactors Recruiting with

SuccessFactors Onboarding?

There are 2 correct answers to this question.

Response:

- A. Enable Onboarding application
- B. Enable Onboarding integration-VI Onboarding Integration
- C. Onboarding Demo Environment for recruiting-Onboarding Integration
- D. Enable Onboarding Integration-BizX Onboarding Integration

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 42

How do you enable SAP SuccessFactors Onboarding to SAP SuccessFactors Employee Central integration?

- A. Enable all SF_Notifications in Super Admin
- B. Enable the integration feature in Job Requisition Data model
- C. Enable the Internal Hire feature in Super Admin
- D. Select the ONB-EC integration checkbox in Provisioning

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 43

As a best practice, SAP recommends password management for corporate users in which of the below instances?

Please choose the correct answer.

Response:

- A. Onboarding Admin tool
- B. Super Admin
- C. Provisioning
- D. SuccessFactors HCM

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

Your customer is not using the preday 1 feature. What can a new hire access before they start work?

There are 2 correct answers to this question.

Response:

- A. Welcome email with a link to the New Employee Step wizard
- B. SuccessFactors HCM when single sign-on is enabled
- C. SuccessFactors HCM as an external user
- D. SuccessFactors Onboarding Employee Portal

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 45

Where can you upload a custom form in SAP SuccessFactors Onboarding?

- A. Settings -> Forms
- B. Settings -> PDF Forms
- C. Reference Files -> Forms
- D. Reference Files -> Container Forms

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

Exhibit.



What Option must you select if you want to add a condition to a panel, as shown in the attached screenshot?

- A. Option 2
- B. Option 4

C. Option 3

D. Option 1

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 47

To create a crossboarding activity from an Employee Central transfer event, what must be configured?

A. Intelligent Services

B. Field Mapping tool for On/Offboarding EC Integration

C. Data key assigned to the transfer event from SAP SuccessFactors Employee Central

D. Internal Hire feature in Super Admin

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 48

What are the standard process steps provided by SuccessFactors Onboarding?

There are 3 correct answers to this question

Response:

A. New hire activity step

B. New Employee step

C. Post hire verification step

D. Remote Hire Step

E. Orientation Step

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 49

Where can you completely delete a level from your corporate structure?

A. Provisioning - Settings - Onboarding Corporate Structure

B. Onboarding Admin - Settings - Corporate Structure

C. Super Admin - Corporate Structure

D. Onboarding Admin - Reference Files - Corporate Structure

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 50

The SAP SuccessFactors Onboarding system admin user has the ability to manage all of the following, in Employee Portal?

Please select all the correct answers that apply.

Response:

SAP SuccessFactors Onboarding permissions

- A. Panels
- B. Filters
- C. Branding
- D. Videos
- E. Documents

Answer: B,C,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 51

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

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 52

On which tab do you activate a notification in the Success Factors OnBoarding Administration text?

Please choose the correct answer.

Response:

- A. Monitoring
- B. Recipients
- C. Reminder Configuration
- D. Main Properties

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 53

What type of permission allows an Onboarding user to execute all steps in a process?

Please choose the correct answer.

Response:

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 54

Once a recruiter clicks initiate Onboarding. how does SAP SuccessFactors Onboarding know which process to create an activity for?

- A. The Recruiter will choose the onboarding process after they click the initiate Onboarding feature
- B. The filter defined for the onboarding process with Super Admin -> Add Process for Filter
- C. Intelligent Services and the Event Center will send a notification to SAP SuccessFactors Onboarding
- D. SAP SuccessFactors Onboarding only supports SAP SuccessFactors Recruiting Management integration
^ with the standard onboarding process

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

Hiring Manager Activities may differ between Departments or Divisions, what drives this functionality?

Please choose the correct answer.

Response:

- A. Object Definitions
- B. Designation upon creating a Hiring Manager Activity
- C. Onboarding Security settings
- D. Business Rules

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 56

Your customer has Recruiting to Onboarding integration enabled. After initiating Onboarding, you see

that the new hire LastName was not mapped in the Post Hire Verification (PHV) step.

What should you check to resolve this issue?

There are 2 correct answers to this question.

Response:

- A. Confirm that the LastName field type is "User" in the data dictionary
- B. Confirm that the LastName field that exists in the data dictionary/Integration/EC-Candidate created tag
- C. Confirm that the LastName field type is "String" in the data dictionary
- D. Confirm that the LastName field exists in the data dictionary/Integration/RX tag

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 57

What setting do you check to add notification activity to the dashboard?

- A. Create Activity in WQ under Notification -> Edit
- B. Enable Notification under Notification -> Edit
- C. Secured Wizard under Notification -> Edit
- D. Source under Notification -> Email

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 58

What are limitations when sending an attachment with a notification 2 correct answers

- A. Only one file can be attached to a notification
- B. Only attach files that are 2.5 Megabytes or less
- C. Only information completed in a wizard may be attached to the notification
- D. Only attach a PDF file

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 59

Suite Type is the most recommended type for integration of SAP SuccessFactors Onboarding with other

SAP SuccessFactors modules.

What does Suite Type use to locate the SF HCM picklist?

Please choose the correct answer.

Response:

- A. External_code
- B. picklistId
- C. Value
- D. OptionID

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 60

Where do you enable parent-child relationships between corporate structure levels?

Please choose the correct answer.

Response:

- A. In Reference Files
- B. In Super Admin
- C. In Provisioning
- D. In Admin tools

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 61

What integration type for SF HCM picklists is recommended that you use to define a picklist in the Data Dictionary for third-party ATS to SuccessFactors Onboarding integration?

- A. User Defined
- B. Code Based
- C. Label Based
- D. Suite Based

Answer: B ([LEAVE A REPLY](#))

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NEW QUESTION: 62

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

Onboarding? What RBP permissions do you need?

There are 3 correct answers to this question.

Response:

- A. Manage Onboarding Templates
- B. Manage Onboarding EC integration field mapping
- C. Manage Onboarding
- D. Onboarding initiate
- E. Set up Onboarding Integrations

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 63

What integration type should be used for SF HCM picklists when performing an internal integration between SuccessFactors modules?

- A. String
- B. Code based
- C. Suite based
- D. Label based

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 64

Your client is using role-based permissions. The client has created a user role called "ONB Document Center" in SuccessFactors HCM. You want to create this role in Onboarding. What name and role do you add under Security Groups?

A. - Name: ONB Document Center

- Role: User

B. - Name: Document Center

- Role: Document Center

C. - Name: ONB Document Center

- Role: Document Center

D. - Name: Document Center

- Role: User

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 65

Your customer has a set of divisions, each with specific locations.

What type of corporate structure do you recommend to associate these levels?

A. Independent

B. Hierarchical

C. Mixed

D. Non-hierarchical

Answer: **B** ([LEAVE A REPLY](#))

NEW QUESTION: 66

What actions are required to enable the integration between Success Factors OnBoarding and Success

Factors Recruiting?

There are 3 correct answers to this question.

Response:

A. Enable Role-based permissions in Provisioning

B. Grant OnBoarding initiate permissions under Recruiting Permissions

C. Set up the SFTP connection to Onboarding

D. Grant feature permissions for Onboarding in the Job Requisition XML template

E. Create an RCM tag in the data dictionary

Answer: **B,C,D** ([LEAVE A REPLY](#))

NEW QUESTION: 67

What is required to enable role-based permissions in Onboarding?

There are 3 correct answers to this question.

Response:

A. Log in to Super Admin and create a role of a group

B. Enable role-based permissions in Provisioning

C. Create security groups in Onboarding exactly the same as created in SuccessFactors HCM role-based permission

D. Create role based permission roles in SuccessFactors HCM

E. Log in to Onboarding as a user and set up wizards and user controls

Answer: B,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 68

Which feature is a prerequisite to enable SAP Success Factors Onboarding?

Please choose the correct answer.

Response:

A. Enable Media Service Features

B. Role-Based Permissions

C. Goal Import

D. Enable External ATS-ONB-EC Integrations

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 69

What do you use to add items to the provisioning list?

Please choose the correct answer.

Response:

A. Reference Files

B. Admin Files

C. Super Admin

D. SuccessFactors HCM Provisioning

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 70

Which of the two following customer-facing tools are used in SAP SuccessFactors Onboarding?

There are 2 correct answers to this question.

Response:

A. Super Admin Tool

B. Onboarding Administration or Single Sign-on via SAP SuccessFactors instance

C. Provisioning

D. SAP SuccessFactors Instance - Admin Center

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 71

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 72

What field on a panel do you use to associate an Onboarding field to an SF HCM picklist?

Please choose the correct answer.

Response:

- A. Parent Control
- B. Validator
- C. Key
- D. Title Position

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 73

What tool in Admin Center is used to debug SAP SF Onboarding Integration?

- A. Field Mapping tool for On/Offboarding EC Integration
- B. Integration Center
- C. Onboarding Mapped Data Review
- D. Event Center

Answer: ([SHOW ANSWER](#))

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