

SAP.C_THR91_1902.v2022-08-26.q71

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NEW QUESTION: 1

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 2

After creating a new security group, what option must you select if you want to monitor a step?

- A. Create
- B. Audit Trail
- C. Assign
- D. Edit

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

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

Please choose the correct answer.

Response:

- A. In Super Admin

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

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

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. HR Data ID
- C. Recruiting ID
- D. Employee ID

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

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

Please choose the correct answer.

Response:

- A. Onboarding admin-Settings-Corporate Structure
- B. Super Admin-Corporate Structure

C. Provisioning - Settings-Onboarding Corporate Structure

D. Onboarding Admin-Reference files-Corporate Structure

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

NEW QUESTION: 8

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. Export Categories

C. Wizards

D. PDF Forms

E. Integrations

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 9

What must be configured in the data dictionary to integrate SuccessFactors Recruiting Management in

Success Factors Onboarding?

Please choose the correct answer.

Response:

A. Create a new namespace for Recruiting integration with tags for every requisition template

B. Add the fields that are to be mapped to Recruiting to the RX tag in the Integration namespace

C. Add a new tag for recruiting in the integrations namespace and add all fields to be mapped in recruiting

D. Create all the fields to be mapped to Recruiting and employee central and add them to the RX tag in

the integration namespace.

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 10

What is required to allow a user to monitor a notification?

A. Create Activity in WQ

B. Name

C. Post Controller

D. Use BusinessDays

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

NEW QUESTION: 11

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

2 correct answers

- A. Confirm that the correct fields in Super Admin are available for mapping
- B. Create the initiate Onboarding feature permission in the job requisition template
- C. Enable Onboarding Integration for Recruiting in Provisioning with BizX Onboarding Integration
- D. Validate fields in Admin Center -> manage Onboarding -> Field Mapping tool for Onboarding EC '-' Integration

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

NEW QUESTION: 12

Who, typically, would be able to reset passwords for the new hire's as they complete their paperwork?

Please choose the correct answer.

Response:

- A. Recruiter
- B. Hiring Manager
- C. Admin
- D. New Hire

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

NEW QUESTION: 13

What information is required when creating a new field in the data dictionary?

There are 3 correct answers to this question.

Response:

- A. Repeating Field
- B. Description
- C. Name
- D. Type
- E. Label

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

NEW QUESTION: 14

What are the standard process steps provided by SuccessFactors Onboarding?

There are 3 correct answers to this question

Response:

- A. Orientation Step
- B. New Employee step
- C. Remote Hire Step
- D. New hire activity step

E. Post hire verification step

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

When creating a new notification what functional types of notification can you use?

there are 3 correct answers to this question.

Response:

A. External resource notifications

B. Work Queue notifications

C. E-mail notifications

D. Reminder Notifications

E. Internal resource notifications

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

NEW QUESTION: 16

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. SuccessFactors HCM

C. Provisioning

D. Super Admin

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

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NEW QUESTION: 17

Which of the following SAP SuccessFactors modules does SAP SuccessFactors Onboarding NOT integrate

data with?

Please choose the correct answer.

Response:

- A. SAP Jam
- B. Employee Profile
- C. Learning
- D. Performance

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

NEW QUESTION: 18

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

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

NEW QUESTION: 19

What is required to synchronize user permissions between SuccessFactors HCM and SuccessFactors Onboarding?

There are 3 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

Your Customer has Recruiting to Onboarding integration enabled. After initialing Onboarding, you see that the New Hire Last Name was not mapped in the New Hire Setup panel Verification (PHV) step. What should you check to resolve to this issue? 2 correct answers

- A. Confirm that the LastName field type is "User" in the Data Dictionary
- B. Confirm that the LastName field exists in the Data Dictionary/Integration/EC-CandidateCreated tag
- C. Confirm that the LastName field is populated with data in the appropriate Recruiting Management template
- D. Confirm that the LastName field exists in the Data Dictionary/Integration/RX tag

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What are the standard Integration tags in SAP SuccessFactors Onboarding? 3 correct answers

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

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

NEW QUESTION: 22

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 did you add that logic in the panel?

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

How do you set up single sign-on?

There are 2 correct answers to this question.

Response:

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

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

NEW QUESTION: 24

What are the components of the data dictionary?

There are 3 correct answers to this question.

Response:

- A. Tags
- B. Panels
- C. Fields
- D. Forms
- E. Namespaces

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

NEW QUESTION: 25

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

Where can you quickly search for all currently running activities across all processes, in SAP SuccessFactors Onboarding?

Please choose the correct answer.

Response:

- A. Document Center
- B. Work Queue Summary
- C. Process summary
- D. Admin Center

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

NEW QUESTION: 27

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

Please choose the correct answer.

Response:

- A. Orientation Step
- B. Initiate OnBoarding
- C. Start Date
- D. Prior to Orientation

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

NEW QUESTION: 28

While most SAP SuccessFactors Onboarding users are imported from the ATS, which of the following

types of users may be created directly in Onboarding?

There are 3 correct answers to this question.

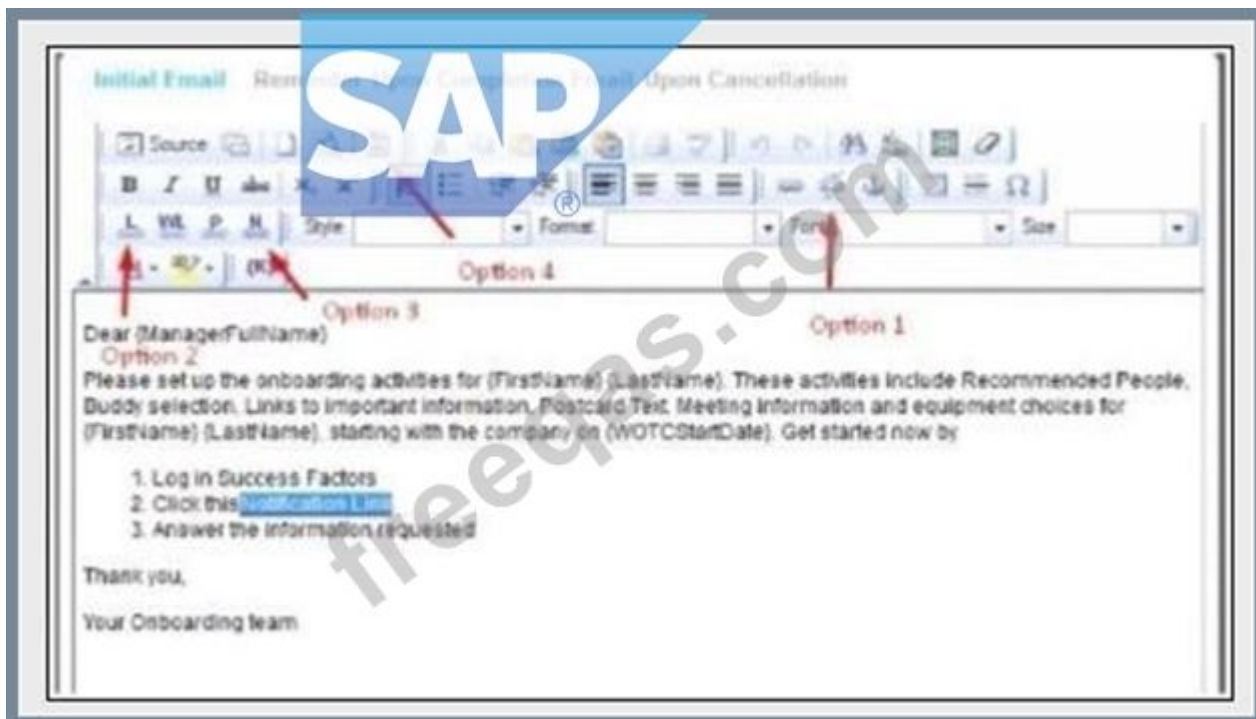
Response:

- A. Recruiter
- B. New Hire
- C. Hiring Manager
- D. Admin

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

Exhibit.



What button would you use to insert a link to the wizard associated with the notification as shown in the attached screenshot?

- A. Option 3
- B. Option 1
- C. Option2
- D. Option 4

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

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

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

D. Secured Wizard under Notification -> Edit

Answer: C (LEAVE A REPLY)

NEW QUESTION: 31

How do you set an advanced condition for a PDF form in SuccessFactors Onboarding?

Please choose the correct answer.

Response:

- A. Choose Forms under Reference Files. Select the form and choose Conditions.
- B. Choose PFD Forms under Settings. Select the form and choose Conditions.
- C. Choose Forms under Reference Files. Select the form group and choose Conditions
- D. Choose Forms under Reference Files. Select the form and choose Filter

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 32

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

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

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 33

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

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

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

Answer: (SHOW ANSWER)

NEW QUESTION: 34

Which of the following is NOT true about the Data Dictionary?

Please choose the correct answer.

Response:

- A. Custom fields can be added by Onboarding Administrators
- B. Fields can be imported and exported in XML format
- C. Contains all of the fields used in the entire SAP SuccessFactors HCM Suite
- D. Fields are used in the Panel Designer and Virtual Forms tools

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

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

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

NEW QUESTION: 36

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 37

Where are Wizards created?

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 38

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

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

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

NEW QUESTION: 39

Which roles are default Named User roles that come from Recruiting Management?

There are 2 correct answers to this question.

Response:

- A. VP of Staffing
- B. HR Manager
- C. Hiring Manager
- D. Director

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

NEW QUESTION: 40

Where do you reset a user's Onboarding password?

Please choose the correct answer.

Response:

- A. In Employee Information-Personal Information in SuccessFactors HCM
- B. In Provisioning
- C. In Security-Users
- D. In Admin tools-Manage users

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

NEW QUESTION: 41

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

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

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

NEW QUESTION: 42

You need to add fields to a custom form.

What field is NOT mapped to a key in the Dat Dictionary?

- A. e-Signature field
- B. First Name field
- C. Start Date field

D. Last Name field

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

NEW QUESTION: 43

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

Please choose the correct answer.

Response:

A. Admin Files

B. Reference Files

C. Super Admin

D. SuccessFactors HCM Provisioning

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

NEW QUESTION: 44

The information entered into which of the following is transferred to Forms?

Please choose the correct answer.

Response:

A. Notifications

B. Steps

C. Wizards

D. Panels

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

NEW QUESTION: 45

What is required to integrate data from a specific job requisition in to SuccessFactors Onboarding?

There are 3 correct answers to this question

Response:

A. Map the fields for the specific requisition in Admin Tools-Recruiting- Set Up Onboarding Integration- Job Requisition

B. Map the fields for the specific job requisition in Admin Tools-Recruiting-Set Up Onboarding integration- Job application

C. Confirm that the fields for the specific job requisition are added to the offeringinfo tag in the data dictionary

D. Confirm that the fields for the specific job requisition are added to the RX tag in the data dictionary.

E. Confirm that the fields for the specific job requisition are added to the JobReq tag in the data dictionary

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

NEW QUESTION: 46

How do you add a new tag in the Data Dictionary?

- 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 field where you want to place the tag
- C. In the Data Dictionary, select the namespace where you want to place the tag and click New tag
- D. In the Data Dictionary, delete the default namespace where you want to place the tag

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

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NEW QUESTION: 47

What is the purpose of scheduling Synchronization Jobs?

Please choose the correct answer.

Response:

- A. To map Recruiting fields between SAP SuccessFactors HCM and SAP SuccessFactors Onboarding Admin
- B. To map new hire, manager, and HR data between SAP SuccessFactors HCM and the SAP SuccessFactors Onboarding instance
- C. To enable hiring managers to configure New Hire Activities for their new employees
- D. To connect picklist data between SAP SuccessFactors HCM and the SAP SuccessFactors Onboarding instance

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

NEW QUESTION: 48

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

Please choose the correct answer.

Response:

- A. Onboarding Security settings

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

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

NEW QUESTION: 49

Select all data that is collected during the Post Hire Verification step, in the standard SAP SuccessFactors

Onboarding process.

Please choose the correct answer.

Response:

- A. Corporate Structure information
- B. Job Salary
- C. Direct Deposit
- D. Start Date

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

NEW QUESTION: 50

I need to force a specific formatting of a phone number field that is located on one of the panels.

What

do I use to create this formatting?

Please choose the correct answer.

Response:

- A. New Hire completes paperwork in Onboarding
- B. PDF Form > Validator
- C. Panel Designer > SF HCM Picklist
- D. Admin Center > Field Formatting
- E. Panel Designer > Validator

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

NEW QUESTION: 51

How do you create a new data key in panel that will automatically add the key in the data dictionary?

Please choose the correct answer.

Response:

- A. Enter the name of the new data key in the Display key property of a field.
- B. Enter the name of the new data key in the Default value property of a field
- C. Enter the name of the new data key in the Key property of a field
- D. Enter the name of the new data key in the Title Property of a field.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

How do you add a new panel to an existing wizard?

Please choose the correct answer.

Response:

- A. Click All wizards, select wizard and then click the Add button in the tool bar
- B. Use a panel template, click copy wizard and select the existing wizard
- C. Click All wizards, select wizard and then click the Create button in the toolbar
- D. Use a panel template, click copy panel and select the existing wizard

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 53

What must you set up to add a corporate structure list to a panel?

There are 2 correct answers to this question.

Response:

- A. "Empty Item"
- B. Key and Display Key
- C. Org Level
- D. Required Validator

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

NEW QUESTION: 54

Which is the first step to configure the Furnish Equipment activity for the New Hire Activities?

Please choose the correct answer.

Response:

- A. Configure the Equipment Types
- B. Configure the Workflow
- C. Link the Business Rule to the Equipment Workflow object
- D. Define a Business Rule

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

Which of the following is true regarding SAP SuccessFactors Onboarding permissions?

Please choose the correct answer.

Response:

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

Group name

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

Group name

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

Role name

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

Role name

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

NEW QUESTION: 56

Which type of SAP SuccessFactors Onboarding notification may be assigned a workflow?

Please choose the correct answer.

Response:

A. Workflow Notifications

B. Work Queue Notifications

C. Email Notifications

D. Reminder Notifications

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

NEW QUESTION: 57

Which of the following actions must be formed before the security sync report can be run successfully?

There are 3 correct answers to this question.

Response:

A. The username field must be included in the data model.

B. The file encryption checkbox must have been selected when setting up the job in provisioning.

C. Permissions to run the report must be granted to the Admin User for the entire population.

D. The RBP permission to User report must be enabled in provisioning.

E. The user sync report must be completed.

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

NEW QUESTION: 58

Normally new hires are transferred to SAP SuccessFactors Onboarding from the company's Applicant

Tracking System, but a Corporate Representative can begin the Post Hire Verification step by clicking

which tab in SAP SuccessFactors Onboarding application?

Please choose the correct answer.

Response:

A. Manage Employees

B. Process

- C. Provisioning
- D. New Hire Activities

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

NEW QUESTION: 59

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?

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 60

Where do you create a new notification group?

- A. Notifications -> Add -> Group Name
- B. Super Admin -> Account Options -> Add Option
- C. Admin Center -> Email Notifications Template Settings
- D. Admin Center -> Manage Workflow Groups

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

NEW QUESTION: 61

Where do you modify permissions for an HR Administrator group within SAP SuccessFactors Onboarding?

- A. Admin Center - Manage Employees - Set User Permissions - Manage Permission Groups
- B. Admin Center - Manage Employees - Set User Permissions - Manage Permission Roles
- C. Security - Groups - HR Administrator - Edit
- D. Security - Groups - HRAdministrator - Create

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

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NEW QUESTION: 62

How can you create a wizard? 2 correct answers

- A. Copy from an existing wizard under Panels -> copy Wizard
- B. Create a Wizard based on a template under Panels -> Create -> Select Template
- C. Create a new Wizard under All Wizards -> Add
- D. Upload a Wizard as an XML file under Panels -> Upload Wizard

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

NEW QUESTION: 63

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

Please choose the correct answer.

Response:

- A. Default
- B. Compliance
- C. Standard
- D. User Defined

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 64

Which two of the following need to be the 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. Onboarding Role
- B. Security Group
- C. RBP Group
- D. RBP Role

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

NEW QUESTION: 65

Your customer has the following corporate structure levels

- Company Name
- Division
- Department
- Location

What is the recommendation method to create values for these corporate structure levels in onboarding?

Please choose the correct answer.

Response:

- A. Synchronize the division, Department and Location corporate levels with SuccessFactors HCM
- B. Synchronize all corporate structure levels with SuccessFactors HCM
- C. Import the CSV file to Reference files-Corporate Structure
- D. Import the CSV file to SuperAdmin-Corporate Structure

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

NEW QUESTION: 66

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

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

NEW QUESTION: 67

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

There are 3 correct answers to this question.

Response:

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

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

NEW QUESTION: 68

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

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

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

NEW QUESTION: 69

Where do you modify the index fields within a process?

- A. Onboarding -> Process

- B. Super Admin -> Account Options
 - C. Super Admin -> Processes
 - D. Admin Center -> Processes and Forms
- Answer: C ([LEAVE A REPLY](#))**

NEW QUESTION: 70

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

3 correct answers

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

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

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