

## SAP.C\_THR97\_2111.v2023-01-10.q87

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### NEW QUESTION: 1

When is the rehire check triggered in the Onboarding2.0 process?

2 Correct ANS:

- A. It is triggered when the Onboarding process is initiated
- B. It is triggered after the Personal Data Collection step.
- C. It is triggered when the new hire moves to Manage Pending Hires.
- D. It is triggered at the Review New Hire Data step

**Answer: A,B (LEAVE A REPLY)**

### NEW QUESTION: 2

What are some role-based permissions you should assign to the Offboarder?

2 Correct ANS:

- A. ONB2OffboardingActivitiesConfig
- B. ONB2Process
- C. ONB2knowledgeTransferPlanActivity
- D. ONB2ResponsibilityConfig

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

### NEW QUESTION: 3

What are the data retention time management (DRTM) purge types?

There are 3 correct answers to this question.

Response:

- A. Audit Data
- B. Offboarding 2.0

- C. Consent Data
- D. Master Data
- E. Onboarding 2.0

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

#### **NEW QUESTION: 4**

Which condition has to be met when a rehire verification action has to be done?

Please choose the correct answer.

Response:

- A. Enable SAP\_ONB2\_RehireCoordinator
- B. Manage business configuration
- C. Date of birth
- D. Rehire inactive employee

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

#### **NEW QUESTION: 5**

Which tasks can be selected to configure the Onboarding program?

There are 3 correct answers to this question.

Response:

- A. Write Welcome Message
- B. Furnish Equipment
- C. Assign a Buddy
- D. Send a Post Card
- E. Assign Benefits

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

#### **NEW QUESTION: 6**

How can you auto archive Offboarding 2.0 tasks?

2 Correct ANS:

- A. Create a business rule that identifies the Onboarding 2.0 tasks to archive
- B. Create a scheduled batch job from provision that archives the Offboarding 2.0 tasks
- C. Create a scheduler batch job from the front end system to archive the Offboarding 2.0 tasks
- D. Enable Archive & Print in Provisioning

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

#### **NEW QUESTION: 7**

Identify some of the attributes of email templates in Email Services.

There are 3 correct answers to this question.

Response:

- A. Set reminder before due date
- B. Set Email Priority

- C. Set reminder after due date
- D. Attach documents
- E. Trigger

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

#### **NEW QUESTION: 8**

Transfer events are created only for changes made to which Employee Central data entities?  
There are 2 correct answers to this question.

Response:

- A. jobInfo
- B. workPermitInfo
- C. complInfo
- D. payComponentRecurring

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

#### **NEW QUESTION: 9**

Which tasks can be selected to configure the Onboarding program?  
There are 3 correct answers to this question.

- A. Assign Benefits
- B. Assign a Buddy
- C. Send a Post Card
- D. Write Welcome Message
- E. Furnish Equipment

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

#### **NEW QUESTION: 10**

What must you do when there are discrepancies in the New Hire data?  
Please choose the correct answer.

Response:

- A. Review New Hire data
- B. Document Flow
- C. Data Validity
- D. Personal Data Collection

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

#### **NEW QUESTION: 11**

Where can you associate the custom object with the onboarding process?

- A. Go to Admin=>Configure ObjectDefinition
- B. Go to Provisioning=> EC Extensions using MDF-> select a number of custom MDF Objects
- C. Go to Admin=>ConfigureBusinessRules->Archive Rule ONB2\_CustomDataCollectionCheck
- D. Go to Admin=>Manage Permission roles->Metadata Framework

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

**NEW QUESTION: 12**

How do you initiate Offboarding 2.0?

Please choose the correct answer.

Response:

- A. Terminate the employee in Employee Central.
- B. Import the Offboarding record from a third-party system.
- C. Terminate the employee in SAP ERP.
- D. Manually create the Offboarding record.

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

**NEW QUESTION: 13**

What is required to map fields from Recruiting Management to Onboarding 2.0?

Please choose the correct answer.

Response:

- A. Configure all Recruiting Management templates.
- B. Complete the Succession Data Model.
- C. Configure all available variants in Employee Central.
- D. Configure Employee Central.

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

**NEW QUESTION: 14**

How can you create a custom data collection?

There are 3 correct answers to this question.

Response:

- A. Create new fields in the Employee Central data model.
- B. Modify ONB2DataCollectionUserConfig.
- C. Create a custom MDF object.
- D. Set the visibility of the MDF object to True.
- E. Synchronize ONB2DataCollectionUserConfig.

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

**NEW QUESTION: 15**

Which permission allows you to manage Onboarding and Offboarding 2.0 settings, such as configuration settings, document templates, and process flows?

- A. Onboarding 2.0 or Offboarding2.0 Object permission
- B. ONB2Process
- C. Manage ONB2.0 or OFB2.0
- D. Administrative Onboarding2.0 or Offboarding 2.0 Content

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

**NEW QUESTION: 16**

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

2 Correct ANS

- A. jobInfo
- B. complInfo
- C. workPermistInfo
- D. payComponentRecurring

Answer: ([SHOW ANSWER](#))

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**NEW QUESTION: 17**

What are some of the sorting criteria you can use to sort selected envelopes when using DocuSign?

There are 3 correct answers to this question.

- A. Cancel Selected Envelopes
- B. Ascending
- C. Last Time Updated
- D. Module
- E. Apply Filter

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

**NEW QUESTION: 18**

A customer requires mapping the signature field in the document template. Which template can you include to maintain a placeholder?

Please choose the correct answer.

Response:

- A. Employee signature placeholders
- B. HR admin and Manager signature placeholders
- C. Employee and manager document signature placeholders
- D. Employee and HR admin document signature placeholders

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

**NEW QUESTION: 19**

What is the name of the role-based permission group that allows users to update Onboarding 2.0 process flows?

Please choose the correct answer.

Response:

- A. OnboardingBpeAdmin
- B. OnboardingBPEServiceUser
- C. SAP\_ONB2\_ErrorFlowAdmins
- D. OnboardingExternalUser

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

**NEW QUESTION: 20**

What are some of the requirements to create multiple Offboarding programs?

There are 3 correct answers to this question.

Response:

- A. Define a business rule to trigger the correct program.
- B. Create an Offboarding program that applies to the other employees.
- C. Update the business rule used for Onboarding programs.
- D. Create a default Offboarding program that applies to most employees.
- E. Create an asset collection task.

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

**NEW QUESTION: 21**

Which of the following document signature placeholders can you include to maintain a document signature on a document template?

Please choose the correct answer.

Response:

- A. Employee and HR admin document signature placeholders
- B. Employee document signature placeholders
- C. Manager document signature placeholders
- D. Employee and manager document signature placeholders

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

**NEW QUESTION: 22**

When you use an external applicant tracking system to initiate the internal hire process, what two attributes are required to identify the employee?

Please choose the correct answer.

- A. ID and Date of Hire
- B. Employee ID and Name
- C. Name and Date of Birth
- D. Employee ID and Date of Hire

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

**NEW QUESTION: 23**

Identify which feature of Onboarding 2.0 is a collection of new hire tasks.

Please choose the correct answer.

Response:

- A. Onboarding Process
- B. Onboarding Program
- C. Prepare for Day One
- D. Checklist

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

**NEW QUESTION: 24**

You are configuring the data model under Manage Business Configuration. You have created the Onboarder person type for some portals, but some HRIS elements do NOT have a person type Which HRIS elements do NOT have a person Type?

3 Correct ANS:

- A. complInfo
- B. phoneInfo
- C. PayComponentNonRecurring
- D. PersonInfo
- E. JobRelationInfo

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

**NEW QUESTION: 25**

You have configured custom data collection and uploaded the forms in Maintain Onboarding 2.0 and Offboarding 2.0 document templates for your customer.

How can you map the document fields to the custom data collection fields?

There are 3 correct answers to this question.

Response:

- A. Use ONB2Process as the base object.
- B. Select Rule in the Mapping Type column.
- C. Select toDataCollectionUserConfig in the Target Field column.
- D. Create a business rule.
- E. Select Direct in the Mapping Type column.

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

**NEW QUESTION: 26**

When creating a rule, there are restrictions on the characters you can use for the rule ID. What can you use?

There are 3 correct answers to this question.

Response:

- A. The rule can contain uppercase and lowercase letters.
- B. The rule can use separators, such as "-" or "\_" .
- C. The rule must contain up to 8 digits.
- D. The custom rule ID must start with "SAP\_".
- E. The rule can contain digits.

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

#### **NEW QUESTION: 27**

What are the business rules available in Email Services?

There are 2 correct answers to this question.

Response:

- A. Email Services Category
- B. Filter Email Template
- C. Manage Email Template
- D. Select Email Message Locale

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

#### **NEW QUESTION: 28**

What is the name of the permission that will allow an onboarding participant to perform the rehire verification task?

Please choose the correct answer.

Response:

- A. Rehire Inactive Employee (by 'match' in New Hire)
- B. Rehire Inactive Employee with New Employment
- C. Rehire Inactive Employee with New Employment (by 'match' in New Hire)
- D. Rehire Inactive Employee

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

#### **NEW QUESTION: 29**

How can you trigger different programs for different processes, such as the Onboarding and Internal Hire processes?

Please choose the correct answer.

Response:

- A. Set up a workflow.
- B. Define different tasks by process.
- C. Select the Onboarding Task Configuration scenario business rule.
- D. Define one program for both the Onboarding and Internal Hire processes.

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

#### **NEW QUESTION: 30**

What is the only condition that executes the second rehire check?

- A. The Personal Data Collection step is completed
- B. A potential match is detected when ONB2.0 initiated
- C. A potential match is detected during the Review New Hire Data step.
- D. A potentials match is NOT identified in the first rehire check.

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

#### **NEW QUESTION: 31**

How do you skip the Offboarding 2.0 process that was initiated for an employee?

- A. Click the action menu and select Cancel Offboarding
- B. Click the Action menu and select Delete Offboarding
- C. Set the manager review check business rule to false
- D. Select the option Delete Manager Review Check

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

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#### **NEW QUESTION: 32**

You have a customer with operations in different countries. What data models can you update to have correct process flows in Onboarding?

There are 2 correct answers to this question.

Response:

- A. Succession Data Model
- B. Country-Specific Succession Data Model
- C. Country-Specific Corporate Data Model
- D. Corporate Data Model

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

#### **NEW QUESTION: 33**

How do you configure the UI for custom data collection objects?

There 3 correct answers to this question.

Response:

- A. Complete tasks in Provisioning.
- B. Go to Admin Center -+ Manage Configuration UI.

- C. Go to Admin Center -+ Extension Center.
- D. Activate Enable INTELLIGENT Services.
- E. Create a configuration UI object with a specified ID.

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

#### **NEW QUESTION: 34**

What rules do you have to configure for the New Hire Data Correction and Personal Paperwork steps?

There are 2 correct answers to this question.

Response:

- A. SAP\_ONB2\_PreDay1AccessCheck
- B. SAP\_ONB2\_HMReviewCheck
- C. SAP\_ONB2\_DataCollectionConfigSelect
- D. SAP\_ONB2\_ECDataCollectionCheck

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

#### **NEW QUESTION: 35**

How can you assign the Review New Hire Data step to a hiring Manager?

2 Correct ANS:

- A. Create a custom HRIS element as an MDF object
- B. Set rule SAP\_ONB2\_HMReviewCheck to true
- C. Set up RBP
- D. Add an HRIS element in the user data file.

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

#### **NEW QUESTION: 36**

What are the main tags used in Succession Data Model XML?

There are 2 correct answers to this question.

- A. HRIS element
- B. Required
- C. Label
- D. HRISportlet

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

#### **NEW QUESTION: 37**

What are some of the steps in the standard Onboarding 2.0 process?

There are 3 correct answers to this question.

- A. Review New Hire Data
- B. New Hire Verification
- C. Document Flow
- D. RehireVerification

E. Personal Data Collection

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

**NEW QUESTION: 38**

What are some of the sorting criteria you can use to sort selected envelopes when using DocuSign?

There are 3 correct answers to this question.

Response:

A. Cancel Selected Envelopes

B. Apply Filter

C. Last Time Updated

D. Ascending

E. Module

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

**NEW QUESTION: 39**

How can you implement Offboarding 2.0 within the SAP SuccessFactors HCM Suite?

2 correct Ans:

A. Stand Alone

B. Only with RCM enabled

C. Together with ONB2.0

D. Without EC being Enabled

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

**NEW QUESTION: 40**

What is the purpose of a knowledge transfer plan?

A. To schedule a meeting with the offboarder.

B. To capture, store and share critical knowledge of the offboarder

C. To capture, store, and share critical knowledge of the new hire.

D. To schedule a meeting with the new hire

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

**NEW QUESTION: 41**

How can you configure a UI for custom data collection objects?

There are 3 correct answers to this question.

Response:

A. Create a configuration UI object with a specified ID

B. Go to Admin Center -> Extension Center

C. Go to Admin Center -> Manage Configuration UI

D. Activate Enable Intelligent Services

E. Complete Tasks in Provisioning

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

**NEW QUESTION: 42**

You have changed the data model in Manage Business Configuration. How do you propagate the data model to the XML?

Please choose the correct answer.

Response:

- A. Refresh metadata.
- B. Change XML manually.
- C. Create and run a sync job.
- D. Trigger a business rule.

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

**NEW QUESTION: 43**

Identify which task is triggered by Onboarding process when data is incomplete, not properly mapped or unreadable after initiating SAP SuccessFactors Onboarding from SAP SuccessFactors Recruiting.

Please choose the correct answer.

Response:

- A. Prepare for Day One
- B. Review New Hire Data
- C. Assign a Buddy
- D. Write Welcome Message

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

**NEW QUESTION: 44**

Which RBP apply to only Offboarding2.0?

2 Correct ANS:

- A. ONB2ProcessTrigger
- B. ONB2KnowledgeTransferPlanActivity
- C. Permission to Cancel Offboarding
- D. Document Flow

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

**NEW QUESTION: 45**

How do you skip the Offboarding 2.0 process that was initiated for an employee?

Please choose the correct answer.

Response:

- A. Select the option Delete Manager Review Check.
- B. Click the Action menu and select Delete Offboarding.
- C. Set the Manager Review Check business rule to false.

D. Click the Action menu and select Cancel Offboarding.

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 46**

What are some of the business rules available for Offboarding?

There are 2 correct answers to this question.

Response:

- A. Three Step Process Configuration
- B. Termination Event Reasons Configuration
- C. Select Offboarding Task Configuration
- D. Initiate Offboarding Configuration

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

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**NEW QUESTION: 47**

When does a New Hire receives a welcome mail with the credentials?

Please choose the correct answer.

Response:

- A. When the hiring manager is done adding Onboarding tasks
- B. When the review New Hire data step is completed
- C. Once the hiring manager signs any documents
- D. Once the Onboarding 2.0 step is initiated

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

**NEW QUESTION: 48**

How can you configure the Onboarding data model?

2 correct ANS:

- A. Create a Corporate Data Model
- B. Change the field property for Onboarder Person Type
- C. Grant the permission on employee data
- D. Create Onboarder Person Type under Manage Business Configuration

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

**NEW QUESTION: 49**

How can you make new hire documents visible to onboarding participants?

Please choose the correct answer.

Response:

- A. Create a custom tile on the homepage and insert a document link on the content.
- B. Provide permission for Manage Documents.
- C. Define business rules for the document templates.
- D. Provide permission to the SuccessFactors Document Management System.

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

**NEW QUESTION: 50**

What are the prerequisites to creating Onboarding tasks?

There are 2 correct answers to this question.

Response:

- A. Configure additional tasks in the dashboard.
- B. Configure equipment categories and values.
- C. Create an Onboarding program to assign tasks.
- D. Create role-based permissions (RBP) to access new hire tasks.

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

**NEW QUESTION: 51**

What role-based permission steps must you complete after enabling Offboarding 2.0?

There are 2 correct answers to this question.

- A. Enable the Manage Document Generation Templates.
- B. Identify the user groups who should be provided access.
- C. Enable the required role-based permission for each group.
- D. Identify the recipients of the Email Framework permissions.

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

**NEW QUESTION: 52**

What service user role must you create if implementing Offboarding 2.0 without Onboarding 2.0?

Please choose the correct answer.

Response:

- A. OffboardingInternalUser
- B. OnboardingExternalUser
- C. OffboardingServiceUser
- D. OnboardingBpeAdmin

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

**NEW QUESTION: 53**

Identify the business rule that allows an offboarding participant to do a data review at the beginning of the offboarding process for the offboarder's information.

Please choose the correct answer.

Response:

- A. ONB2\_OFB\_EmployeeReviewCheck
- B. ONB2\_HMReviewCheck
- C. ONB2\_OFB\_ManagerReviewCheck
- D. SAP\_ONB2\_ECDataCollectionCheck

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

#### **NEW QUESTION: 54**

Which business rules are automatically created when Offboarding 2.0 is enabled?

2 Correct ANS:

- A. SAP\_ONB2\_PreDay1AccessCheck
- B. SAP\_ONB2\_HMReviewCheck
- C. ONB2\_OFB\_EmployeeReviewCheck
- D. ONB2\_OFB\_ManagerReviewCheck

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

#### **NEW QUESTION: 55**

Identify the name of the pre-configured email template for Internal Hire Process (Crossboarding).

Please choose the correct answer.

Response:

- A. (ONB) Crossboarding - User Welcome Message
- B. (ONB) Internal Hire - User Welcome Message
- C. (ONB) Prepare for New Team Member
- D. (ONB) Furnish Equipment

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

#### **NEW QUESTION: 56**

What are some of the steps that can be added to a process using the Process Variant Manager?

There are 3 correct answers to this question.

Response:

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

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

**NEW QUESTION: 57**

Where can you associate the custom object with the Onboarding process?

Please choose the correct answer.

Response:

- A. Go to Admin Center -> ConfigureBusiness Rules -> Activate Rule ONB2\_CustomDataCollectionCheck.
- B. Go to Provisioning -> Employee Central Extensions using MDF -> Select a number of Custom MDF Objects.
- C. Go to Admin Center -> Manage Permission Roles -> Metadata Framework.
- D. Go to Admin Center -> Configure Object Definitions.

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

**NEW QUESTION: 58**

When you access the Email Services configuration page for the first time, how can you get the email templates to appear under the Active Email Templates tab?

- A. Click on Email Settings to set your preconfigured email template
- B. Click on Manage Templates
- C. Click on Email Status to view and select preconfigured email templates
- D. Click on Email Categories

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

**NEW QUESTION: 59**

What happens when both ONB1.0 & ONB2.0 are configured in the same SAP SuccessFactors Instance?

- A. Onboarding 2.0 will be triggered as a preferred module
- B. Onboarding 1.0 and 2.0 will be triggered at the same time
- C. Both ONB1.0 & ONB2.0 will fail
- D. Onboarding 1.0 will be triggered as a preferred module.

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

**NEW QUESTION: 60**

What business rule allows the Offboarder to edit personal information?

- A. ONB2SelectOffboardingActivitiesConfigRule
- B. ONB2KnowledgeTransferPlanActivity
- C. ONB2\_OFB\_ManagerReviewCheck
- D. ONB2\_OFB\_EmployeeReviewCheck

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

**NEW QUESTION: 61**

What are some of the preconfigured email templates?

2 correct ANS:

- A. (OFB) Announcement of the termination of Employee Template
- B. (ONB) New Buddy Assignment Template
- C. (ONB) Nudge Assignment Template
- D. (ONB) Manager Meeting Notification Template

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

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#### **NEW QUESTION: 62**

When does a New Hire receives a welcome mail with the credentials?

- A. When the hiringmanager is done adding Onboarding tasks
- B. When the Review New Hire data step is completed
- C. Once the Onboarding 2.0 step is initiated
- D. Once the hiring manager signs any documents

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

#### **NEW QUESTION: 63**

Which v3 Homepage permissions must be provided to onboarding and offboarding participants to access Onboarding and Offboarding 2.0 tiles?

There are 2 correct answers to this question.

- A. Homepage v3 Onboarding 2.0 tile group
- B. Homepage v3 To-Do tile group
- C. Homepage v3 News tile group
- D. Homepage v3 My Team tile group

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

#### **NEW QUESTION: 64**

What are some of the items you should confirm prior to enabling DocuSign for Onboarding 2.0?

There are 2 correct answers to this question.

Response:

- A. The e-mail address is entered in the Email field.
- B. The customer has a DocuSign corporate account.
- C. The account ID is available.

D. The Manage DocuSign Envelopes option is enabled.

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

**NEW QUESTION: 65**

What are some of the fields for rehire check that you can use with the Hire/Rehire configuration generic object?

3 Correct Answers:

A. 1st Name, Last Name, Data Of Birth

B. 1st Name and Last Name

C. 1stName,MiddleName,Last Name

D. National Id

E. Date Of Birth

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

**NEW QUESTION: 66**

Which Object permission enables participants to close ONB and Offboarding process flows

A. Cancel Onboarding Permission

B. ONB2DataCollectionConfig

C. ONB2ProcessTrigger

D. ONB2Process

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

**NEW QUESTION: 67**

You are configuring the data model under Manage Business Configuration. You have created the Onboarder person type for some portlets, but some HRIS elements do NOT have a Person type.

Which HRIS elements do NOT have a Person type?

There are 3 correct answers to this question.

Response:

A. phoneInfo

B. job Relations Info

C. payComponentNonRecurring

D. personInfo

E. complInfo

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

**NEW QUESTION: 68**

How can you make new hire documents visible to onboarding participants?

A. Provide permission for manage Document

B. Create a custom tile on the homepage and insert a Document link on the content

C. Define business rules for the document templates

D. Provide permission to the SF Document Management System

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

**NEW QUESTION: 69**

What occurs when you restart a new hire's Onboarding process?

3 Correct ANS:

- A. The current onboarding process is cancelled
- B. An emailnotification is sent to the assigned onboarding participants
- C. The previous onboarding process is cancelled
- D. An event is written in the change log for reporting purpose.
- E. The current internal hire process is cancelled.

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

**NEW QUESTION: 70**

Which of the Onboarding entities you would require to be mapped in Recruit to Hire? Note: 2

Answers

- A. jobInfo.Company
- B. personallInfo.first-name
- C. jobInfo.Employment Type
- D. homeAddress. Country

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

**NEW QUESTION: 71**

What is the name of the RBP group that allows users to update ONB2.0 process Flow?

- A. onboardingExternalUser
- B. SAP\_ONB2\_ErrorFlowAdmins
- C. OnboardingBpeAdmin
- D. OnboardingBPEServiceUser

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

**NEW QUESTION: 72**

How do you associate a data collection object entity to the ONB2DataCollectionUserConfig object?

There are 3 correct answers to this question.

Response:

- A. Modify ONB2DataCollectionUserconfig
- B. Create new fields in the employee central data model
- C. Set the visibility of the MDF object to true
- D. Create a MDF object
- E. Synchronize ONB2DataCollectionUserconfig

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

**NEW QUESTION: 73**

Identify objects that are included in the DRTM Onboarding purge.

There are 3 correct answers to this question.

Response:

- A. Business Rules
- B. Process and User Data
- C. Documents
- D. Tasks/Activities
- E. Onboarding Programs

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

**NEW QUESTION: 74**

Where do you find the rules used to configure an employee transfer event?

- A. From the most recent version of the EC Config
- B. From SuccessStore
- C. In the EC Config Workbook as defined by the customer
- D. In the most recent version of the succession data model

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

**NEW QUESTION: 75**

How can you configure the Onboarding data model?

There are 2 correct answers to this question.

Response:

- A. Create a Corporate Data Model.
- B. Grant the permission on employee data.
- C. Create Onboarder Person Type under Manage Business Configuration.
- D. Change the field property for Onboarder Person Type.

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

**NEW QUESTION: 76**

A customer wants to restart the Onboarding 2.0 process. Where will you do the updates if it has to be achieved using a business rule?

Please choose the correct answer.

Response:

- A. Manage Onboarding 2.0
- B. ONB2ProcessTrigger
- C. ONB2ActivitiesConfig
- D. ONB2process

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

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#### **NEW QUESTION: 77**

What standard business rules drive data collection process in ONB2.0

3 correct ANS:

- A. ONB2\_InternalHire\_Configuration
- B. ONB2\_CustomDataCollectionCheck
- C. ONB2\_HMReviewCheck
- D. ONB2\_PreDay1AccessCheck
- E. ONB2\_ECDataCollectionCheck

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 78**

How can you create a process Variant?

2 Correct ANS:

- A. Copy an existing process
- B. Activate and deploy the process
- C. Confirm the process is active
- D. Define a new process variant

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 79**

What are some of the preconfigured e-mail templates?

There are 2 correct answers to this question.

Response:

- A. (ONB) Nudge Assignment Template
- B. (OFB) Announcement of the termination of Employee Template
- C. (ONB) Manager Meeting Notification Template
- D. (ONB) New Buddy Assignment Template

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 80**

How can you use Offboarding 2.0 in SAP SuccessFactors HCM suite?

There are 2 correct answers to this question.

Response:

- A. Only with Employee Central being enabled
- B. Only with Recruiting management enabled
- C. Together with Onboarding 2.0
- D. Standalone

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

#### **NEW QUESTION: 81**

Identify the business rules scenarios you can use to attach documents to email templates in Email Services.

There are 2 correct answers to this question.

Response:

- A. Add Static Documents as Email Attachments
- B. Add Dynamic Documents as Email Attachments
- C. Filter Email Template
- D. Select Email Message Locale
- E. Assign Forms

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

#### **NEW QUESTION: 82**

What are the prerequisites to create an Offboarding 2.0 program?

There are 2 correct answers for this question.

Response:

- A. A farewell message must be created by the administrator.
- B. The Offboarder's equipment must be assigned by the manager.
- C. Responsible groups must be created for the users who will be involved in the process.
- D. ONB2offboardingActivitiesConfig object permission must be enabled for the administrator.

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

#### **NEW QUESTION: 83**

A customer prefers to have Onboarding participants/Onboarder to sign their documents electronically.

What must you advise for enabling DocuSign for Onboarding 2.0?

There are 2 correct answers to this question.

Response:

- A. The Manage DocuSign Envelopes option is enabled
- B. The e-mail address is entered in the email field
- C. The customer has a corporate DocuSign account.
- D. The account ID is available

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

**NEW QUESTION: 84**

Which object permission enables participants to close Onboarding and Offboarding process flows?

Please choose the correct answer.

Response:

- A. ONB2DataCollectionConfig
- B. Cancel Onboarding Permission
- C. ONB2Process
- D. ONB2ProcessTrigger

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

**NEW QUESTION: 85**

Which new hire data is used for the first rehire check in the Onboarding 2.0 process?

Please choose the correct answer.

Response:

- A. Data captured during the Review New Hire Data step
- B. Data from the onboarding tasks
- C. Data captured during the Personal Data Collection/Paperwork step
- D. Data from the Applicant Tracking System

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

**NEW QUESTION: 86**

Which role-based permission allows access to Knowledge transfer plans?

- A. ONB2KnowledgeTransferTaskActivity
- B. ONB2KnowledgeTransferPlanActivity
- C. ONB2ScheduledMessageActivity
- D. ONB2ProcessTrigger

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

**NEW QUESTION: 87**

What is required when creating a new process variant?

3 Correct Ans:

- A. Description
- B. Unique Id
- C. Process Variant Name
- D. Process Type
- E. Process Definition Key

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

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