

SAP

C_THR91_1811

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



Question: 1

Which permission, in SAP SuccessFactors Onboarding, grants edit/write access to an onboarding process?

Please choose the correct answer.

Response:

- A. Monitoring Permissions
- B. Activity Permissions
- C. Activity Steps Permissions
- D. Document Permission
- E. Monitoring Steps Permissions

Answer: C

Question: 2

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

Please choose the correct answer.

Response:

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

Answer: B

Question: 3

Which of the following panels can you edit and save once you have duplicated it?

Please choose the correct answer.

Response:

- A. SAP_EmergencyInfo (New hire's emergency contract)
- B. E_DirDep2 (New Hire direct deposit)
- C. Federal_I9_PhysicalAddress (New Hire Physical Address)
- D. Federal_E_NewHireInfo (New Hire Name and SSN information)

Answer: A

Question: 4

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. Suite
- C. Code based
- D. User defined

Answer: B

Question: 5

How do you enable Onboarding-Employee Central integration?

There are 2 correct answers to this question.

Response:

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

Answer: BC

Question: 6

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. Process summary
- C. Work Queue Summary
- D. Admin Center

Answer: C

Question: 7

Which of the following is true about the SAP SuccessFactors Onboarding Document Center?

Please choose the correct answer.

Response:

- A. It is the required Document Management System (DMS)
- B. It can be accessed by new hires to review Company Policy
- C. Acts as a storage solution for complete and signed documents, for customers who do not have their own document storage
- D. It provides a location for admin users to sign forms

Answer: C

Question: 8

What is required in the job requisition template in order for "Initiate Onboarding" to work in SuccessFactors Recruiting?

Please choose the correct answer.

Response:

- A. The integration namespace must be identified as an element in the XML template
- B. The entities namespace must be identified as an element in the XML template
- C. The mapped fields must be identified as elements in the XML template
- D. The Onboarding feature permission for a status must be added to the XML template.

Answer: D

Question: 9

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

Answer: D

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 initiate OnBoarding
- C. To assign the corporate address to the I-9 form.
- D. To build conditions for processes, panels or forms
- E. To assign activities to a corporate user

Answer: CDE

Question: 11

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. Provisioning
- B. Manage Employees
- C. Process
- D. New Hire Activities

Answer: C

Question: 12

How do you remove a standard panel from a process?

Please choose the correct answer.

Response:

- A. Select the Panel and click Disable
- B. Select the panel and click delete
- C. Right click the panel and click delete
- D. Select the Panel, click advanced and a condition

Answer: A

Question: 13

What are the steps to change the order of the panel as it appears during a process?

Please choose the correct answer.

Response:

A.

1. Navigate to settings-Data Dictionary
2. Click the namespace for the panel
3. Click order and drag the panel to where it should be presented

B.

1. Navigate to settings-Panels
2. Select the Panel and click Order
3. Drag the panel to where it should be presented

C.

1. Navigate to settings-Panels
2. Click the wizard
3. Drag the panel to where it should be presented

D.

1. Navigate to Settings-Panels
2. Click to expand the panel
3. Drag the panel to where it should be presented

Answer: B

Question: 14

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

There are 3 correct answers to this question.

Response:

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

Answer: CDE

Question: 15

What permission is required for a user to access Success Factors Onboarding?

Please choose the correct answer.

Response:

- A. Manage Onboarding permission
- B. Initiate Onboarding
- C. Recruiting
- D. Onboarding Integration Setup

Answer: A

Question: 16

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

Answer: D

Question: 17

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

Answer: CD

Question: 18

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



Please choose the correct answer.

Response:

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

Answer: B

Question: 19

How can you translate the content of panels into different enabled languages in the SAP SuccessFactors Onboarding system?

There are 2 correct answers to this question.

Response:

- A. Creating a copy of the panel for each language
- B. Modifying the XML translations of the panel

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- C. Using the "Translations" option on the Panel Designer page
D. Switch to system language first then reconfigure the panel and save. You will need to do this for each language.

Answer: BC

Question: 20

If using a picklist that is mapped to SAP SuccessFactors Recruiting, which of the following Integration types should be used for the SF HCM Picklist?

Please choose the correct answer.

Response:

- A. Label
- B. Suite
- C. Code
- D. Code or Label

Answer: B

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