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Question 1

Question Type: MultipleChoice

How can you configure the onboarding data model? Note: There are 2 correct answers to this question.

Options:

A- Synchronize the succession data model with the metadata framework

B- Create an onboardee person type on HRIS element

C- Change the properties of the fields for an onboardee person type

D- Create a corporate data model

Answer:

A, B

Question 2

Question Type: MultipleChoice

What are some of the MDF objects that can be configured to become visible to new hires during the Personal Data Collection step using the External

Note: There are 3 correct answers to this question

Options:

A- PayScaleType

B- JobClassificationCountry

C- CountrySpecificValidationConfiguration

D- CustomPayType

E- personalInfo_dependent

Answer:

B, D, E

Question 3

Question Type: **MultipleChoice**

What tool in admin center do you use to configure the hire/rehire parameters to decide which fields are matched to indicate potential rehires?

Options:

A- Manage business configuration

B- Manage configuration UI

C- Manage data

D- Rehire inactive employee

Answer:

C

Question 4

Question Type: MultipleChoice

What are some features supported by sap successfactors onboarding? Note: there are 2 correct answers to this question

Options:

A- Data collection of contingent worker personal information

B- Data collection of new hire personal information

C- Global assignment of employee

D- Document generation and e-signature

Answer:

B, D

Question 5

Question Type: **MultipleChoice**

How can you create a custom data collection? Note: there are 2 correct answers to this question

Options:

A- Modify ONB2Data CollectionUserConfig

B- Create new fields in the Employee Central data model

C- Set the visibility of the MDF object to True

D- Create custom MDF object

Answer:

A, D

Question 6

Question Type: MultipleChoice

Which permissions are needed to assign a hiring managers access to onboarding? Note: There are 3 correct answers to this question

Options:

A- External Onboarding User as Target Population

B- Admin access to MDF Odata API

C- Employee central foundation Odata API (read-only)

D- Employee central HRIS Odata API (read-only)

E- Employee export

Answer:

B, C, D

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