



SAP

C_THR91_1811 Exam

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

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Version: 1.0

Question: 1

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

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

Answer: B C E

Question: 2

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

Question: 3

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

Answer: A D

Question: 4

What is required to enable role-based permissions in SAP SuccessFactors Onboarding? 3 correct

answers

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

Answer: B D E

Question: 5

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

What RBP permissions do you need?

3 correct answers

- A. Setup Onboarding Integrations
- B. Onboarding Initiate permission
- C. Manage Onboarding EC integration field mapping
- D. Manage Onboarding permission
- E. Manage Onboarding Templates

Answer: A B D

Question: 6

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

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

Answer: B

Question: 7

When is the new hire date collected by the HRIS by default?

- A. After the new hire submits all signed paperwork
- B. upon completion of the Hiring Manager Activities
- C. Upon completion of the Orientation step
- D. After the Corporate Representative reviews the paperwork

Answer: C

Question: 8

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

Answer: D.

Question: 9

What type of permission allows an onboarding user to execute any steps in the process?

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

Answer: A

Question: 10

Where do you reset a user's Onboarding password?

- A. In Admin Center -> Manage Users
- B. In Employee Information -> Personal Information
- C. In Provisioning
- D. In Security -> Users

Answer: D

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