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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q81-Q86):

NEW QUESTION # 81
You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.
What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- B. The technicalParameters vaalue has NOT been set to SYNC in the position records.
- C. The business rule to sync data changes sets the Position.Department to be equal to Job Information.Department.
- D. The business rule to sync data changes sets the Job Information.Department too be equal to Job Information.Position.Deepartment.

Answer: A,C

NEW QUESTION # 82

Which fields must be enabled for the HRIS element pay Component Non Recurring? Note: There are 3 correct answers to this question.

- A. value
- B. frequency
- C. is-target
- D. pay-date
- E. pay-component-code

Answer: A,D,E

NEW QUESTION # 83

Manager A initiated a job code change for Employee X with an effectivity date of January 15.
Another manager initiated the same request, but for January 30.
What happens to the workflows triggered by both transactions?

- A. The system will reject both workflows.
- B. The system will cancel the second workflow.
- C. The system will cancel the first workflow.
- D. The system will allow both workflows to continue.

Answer: D

NEW QUESTION # 84

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer
- B. Data change
- C. Hire
- D. Termination

Answer: C,D

NEW QUESTION # 85

Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Terminating an employee
- C. Updating Job Information with the same effective date
- D. Rehiring an inactive employee

Answer: C

NEW QUESTION # 86

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