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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q82-Q87):

### NEW QUESTION # 82

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave; Base Object: Legal Entity
- B. Event Type: onEdit; Base Object: Employee Information
- C. Event Type: onChange; Base Object: Employee Information
- **D. Event Type: onInit; Base Object: Standard Hours**

**Answer: D**

### NEW QUESTION # 83

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- B. Create permission groups for each legal entity and assign them to the HR admin role.
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- **D. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group.**

**Answer: D**

#### NEW QUESTION # 84

What happens when the Auto-Delegation by Group workflow is configured?

- A. Delegates can approve workflows in groups.
- B. Delegates can send back requests in groups.
- C. Approvers can create delegate groups.
- **D. Approvers can delegate workflows to more than one person.**

**Answer: D**

#### NEW QUESTION # 85

In which scenario will Approver Replacement logic automatically assign the subject user's manager as the step approver?

- A. When the administrator inserts the approver step in the Manage Workflow Requests
- B. When the subject user's manager is already an approver
- **C. When the subject user is listed as an approver in the workflow**
- D. When a workflow involves the Position object

**Answer: C**

#### NEW QUESTION # 86

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hrisc-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

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

**Answer: A,D**

#### NEW QUESTION # 87

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