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**SAP CERTIFICATION**

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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors**

## Employee Central Core Sample Questions (Q17-Q22):

### NEW QUESTION # 17

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- **A. Job Information**
- B. Personal Information
- C. Compensation Information
- D. Biographical Information

**Answer: A**

### NEW QUESTION # 18

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <hris-element="jobInfo"> then add dg-filter="true"
- **B. Go to <dg-filters> then add cost-center**
- C. Go to <custom-filters> then add cost-center
- D. Go to <hris-field id="cost-center"> then add filter="true"

**Answer: B**

### NEW QUESTION # 19

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- **A. When the workflow is approved by all approvers**
- B. When the approvers decline the workflow
- C. When the workflow is sent back by any approver
- D. When the employee initiates the workflow

**Answer: A**

### NEW QUESTION # 20

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Establish regular housekeeping tasks and procedures.
- **C. Define roles and responsibilities as part of a process transformation office.**
- **D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.**
- **E. Integrate clean core practices in the end-to-end value process chain.**

**Answer: C,D,E**

### NEW QUESTION # 21

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being understaffed.
- B. The standard hours are checked to prevent the position from being understaffed.
- C. The standard hours are checked to prevent the position from being overstaffed.
- **D. The target FTE is checked to prevent the position from being overstaffed.**

**Answer: D**

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

## NEW QUESTION # 22

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