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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q25-Q30):

NEW QUESTION # 25

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request. How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question.

- A. By selecting in Step 1: Role - Manager - Source - Initiator
- B. By selecting in Step 1: Role - Employee HR-Source - Initiator
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: A

NEW QUESTION # 26

Which clause meets the WFD_Address rule requirement?

- A. ☐
- B. ☐
- C. ☐
- D. ☐

Answer: A

NEW QUESTION # 27

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Create a lower-level position
- B. Create a job requisition for a vacant position
- C. Mass copy positions
- D. Nominate a successor for a position
- E. Run a mass change to update positions

Answer: A,B,C

NEW QUESTION # 28

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

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

Answer: B

NEW QUESTION # 29

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the labels.
- B. Add a new event.
- C. Change the external_code of an event.
- D. Change the status.
- E. Add a new language translation.

Answer: A,D,E

NEW QUESTION # 30

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