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### SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q58-Q63):

#### NEW QUESTION # 58

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. A user can have only one person id external.
- B. Once generated, you CANNOT change a user id.
- C. A user can have multiple user ids.
- D. Once generated, you CANNOT change a person id external.
- E. A user can have only one user id.

**Answer: A,B,C**

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A . Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D . A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E . A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B . A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C . Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

#### NEW QUESTION # 59

Which object requires entity-type to be configured in HRIS sync mapping?

- A. phoneInfo
- B. jobinfo
- C. personInfo
- D. compInfo

**Answer: A**

Explanation:

When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

#### NEW QUESTION # 60

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

**Answer: C**

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

\* Approver Type: Manager

\* Approver Role: Manager

\* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

\* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

## NEW QUESTION # 61

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

**Answer: B**

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

## NEW QUESTION # 62

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

**Answer: B**

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

\* Create a Dynamic Role using the Legal Entity filter.

\* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

## NEW QUESTION # 63

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