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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q18-Q23):

### NEW QUESTION # 18

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Permission Groups
- **B. Manage Workflow Groups**
- C. Manage Workflow Requests
- D. Manage Dynamic Roles

**Answer: B**

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

Options A, B, and C are not suitable for this requirement:

A . Manage Permission Groups

This tool is used to define groups for permission purposes and does not directly relate to workflow approvals.

B . Manage Dynamic Roles

Dynamic Roles are used to assign roles based on certain criteria but are not designed for grouping multiple users for workflow approvals.

C . Manage Workflow Requests


This tool is used to monitor and manage existing workflow requests, not to configure approval groups.

### NEW QUESTION # 19

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question



The screenshot shows the 'Workflow Configuration' interface in SAP. It is at 'Step 1' of the configuration. The 'Workflow ID' and 'Name' fields are at the top, both with 'Click or focus to edit' text. Below them is a 'Description' field. A 'Future Dated Alternate Workflow' dropdown is set to 'No Selection'. The main configuration area is divided into three sections: 'Workflow Contributor', 'CC Role', and 'Email Template Group'. Each section has a table of settings. In the 'Workflow Contributor' section, the 'Edit Transaction' checkbox is checked. In the 'CC Role' section, the 'Edit Transaction' checkbox is also checked. The 'Email Template Group' section has an 'Email Template Group' dropdown set to 'No Selection'.

- A. Respect Permission
- **B. Edit Transaction**
- C. Context
- D. No Approver Behavior

**Answer: B**

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

### NEW QUESTION # 20

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

- **A. Option A**
- B. Option C
- C. Option D
- D. Option B

**Answer: A**

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

\* Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change". This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 21

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- B. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- C. Create a field in the Legal Entity France object in Configure Object Definition.
- **D. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.**

**Answer: D**

Explanation:

To create a custom field that appears only for legal entity France:

Use Configure Object Definition to add the field in the Legal Entity object.

Add field criteria to display the field conditionally based on the country being France.

This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

#### NEW QUESTION # 22

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERD-Catch
- B. ERD-Catch, ERD1, ERD2, ERD3, WFD
- **C. ERD1, ERD2, ERD3, ERD-Catch, WFD**
- D. ERD1, ERD2, ERD3, WFD, ERD-Catch

**Answer: C**

Explanation:

The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:

ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.

ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.

WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.

Scenario 1: HR Transaction Rules

#### NEW QUESTION # 23

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