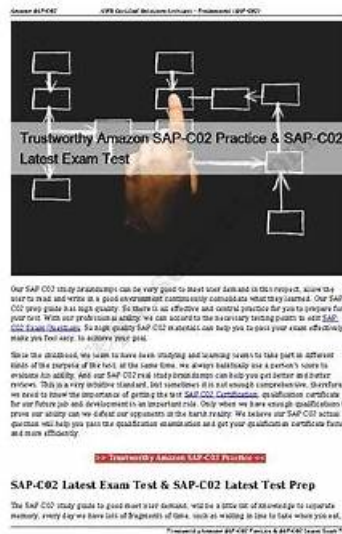


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q39-Q44):

NEW QUESTION # 39

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Calculate Full-Time Equivalent
- B. Derive Job Requisition Template in Recruiting Integration
- C. Trigger an Off Cycle Event Batch
- D. Update Rule for Mass Change Run
- E. Create Right to Return for Incumbent

Answer: C,D,E

NEW QUESTION # 40

Which action in the THEN statement is used for propagation?

- A. Set
- B. Raise
- C. Execute
- D. Create

Answer: A

NEW QUESTION # 41

What is the four-eye principle in workflows?

- A. It prevents workflows from having more than four approvers.
- B. It prevents the initiator from being an approver.
- C. It requires workflows to have at least four approvers.
- D. It skips the succeeding approvers when there are more than four approvers in a workflow.

Answer: B

NEW QUESTION # 42

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create lower-level positions from the Position Org Chart
- B. To restrict access to create positions based on the granted user's target population
- C. To restrict access at the field level when creating positions
- D. To restrict access to create positions from Manage Positions

Answer: A,B

NEW QUESTION # 43

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality).

Why is that?

- A. The manager has transactions pending approval permission for Personal Information.
- B. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- **C. In the workflow, Respect Permissions was set to No for the notification line to the manager.**
- D. The manager's approver context is set to Source.

Answer: C

NEW QUESTION # 44

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