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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q19-Q24):

### NEW QUESTION # 19

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

**Answer: C**

**NEW QUESTION # 20**

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Lower level object
- **B. Valid When association - Higher level object**
- C. Composite association - Parent object
- **D. Composite association - Child object**

**Answer: B,D**

**NEW QUESTION # 21**

What base object must you use for the Jobinfo\_FTE\_Comp rule?

- A. Compensation Model
- B. Non Recurring Pay Component Model
- C. Compensation Information Model
- **D. Job Information Model**

**Answer: D**

**NEW QUESTION # 22**

What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- A. One-to-one
- B. Join By Column
- C. Valid-When
- **D. Composite**

**Answer: D**

**NEW QUESTION # 23**

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

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

**Answer: A,B,C**

**NEW QUESTION # 24**

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