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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- B. Deleting a record in history UI
- C. Using Add New Hire
- D. Using Actions menu in People Profile

Answer: D

NEW QUESTION # 52

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The Company field should NOT be included in the business rule.
- B. The workflow configuration should NOT be included in the business rule.
- C. The Parent Position field should NOT be included in the business rule.
- D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.

Answer: C,D

NEW QUESTION # 53

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.
When will the synchronization happen?

- A. Friday, when the sync job completes
- B. Thursday, when the change becomes effective
- C. Saturday, the day after the sync job completes
- D. Tuesday, the day the transaction is entered

Answer: A

NEW QUESTION # 54

Manager A initiated a job code change for Employee X with an effectivity date of January 15.
Another manager initiated the same request, but for January 30.
What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- B. The system will cancel the first workflow.
- C. The system will reject both workflows.
- D. The system will allow both workflows to continue.

Answer: D

NEW QUESTION # 55

Which rule can effectively catch all unspecified events in a transaction?

- A. □
- B. □
- C. □

Answer: A

NEW QUESTION # 56

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