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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.

8. 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 Dynamic Roles

C. Manage Workflow Requests

D. Manage Workflow Groups

Answer: D

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.

9. How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

A. Go to <dg-filters> then add cost-center

B. Go to <hris-element="jobInfo"> then add dg-filter="true"

C. Go to <custom-filters> then add cost-center

D. Go to <hris-field id="cost-center"> then add filter="true"

Answer: A

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46

Which action will trigger a system validation for an in-progress workflow?

- A. Terminating an employee
- B. Adding a new employee
- C. Updating Job Information with the same effective date
- D. Rehiring an inactive employee

Answer: A

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 47

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?

Scenario 2: Approvals for Self-Service

1 of 10

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 B
- C. Option D
- D. Option C

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 # 48

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- **A. Create a job requisition for a vacant position**
- B. Nominate a successor for a position
- C. Run a mass change to update positions
- **D. Add a lower-level position**
- **E. Mass copy positions**

Answer: A,D,E

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

A . Add a lower-level position:

Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

C . Create a job requisition for a vacant position:

A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

E . Mass copy positions:

This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 49

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

Answer: A

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 # 50

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 Requests
- C. Manage Dynamic Roles
- **D. Manage Workflow Groups**

Answer: D

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

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C . Manage Workflow Requests

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NEW QUESTION # 51

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