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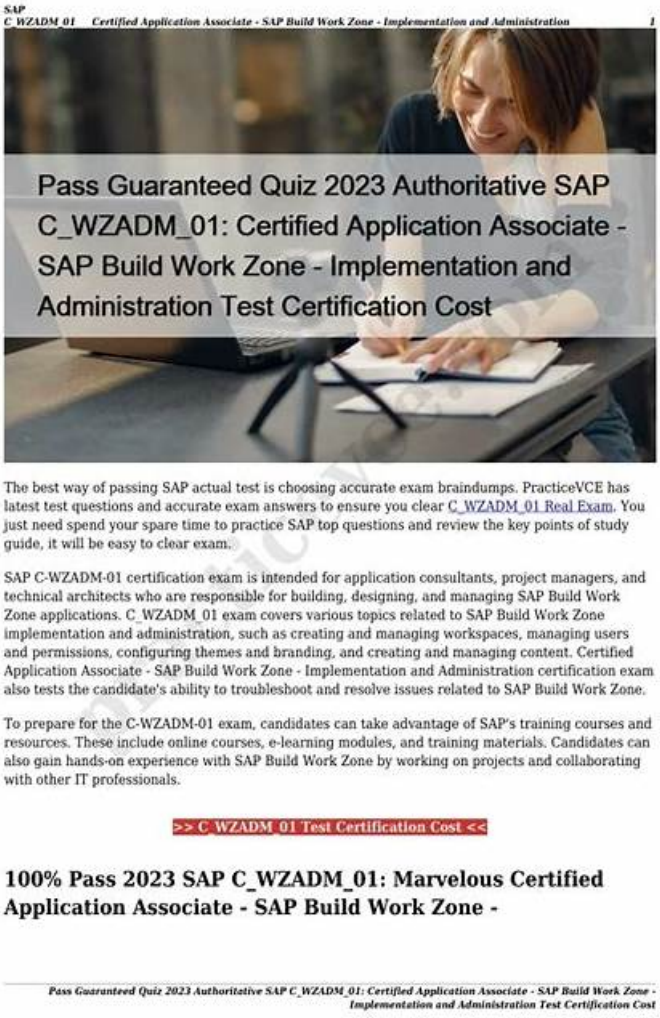

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q15-Q20):

NEW QUESTION # 15
An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Position Relationship - Parent Position - Source By selecting in Step 2: Position Relationship - Parent Position - Target
- B. By selecting in Step 1: Role - Self-SourceBy selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager - Target
- D. By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager Manager - Target

Answer: C

NEW QUESTION # 16
Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Personal Information
- C. Work Permit Information
- D. Job Information

Answer: A,D

NEW QUESTION # 17
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.

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

Answer: B

NEW QUESTION # 18
In which scenario will Approver Replacement logic automatically assign the subject user's manager as the step approver?

- A. When a workflow involves the Position object
- B. When the subject user's manager is already an approver
- C. When the administrator inserts the approver step in the Manage Workflow Requests
- D. When the subject user is listed as an approver in the workflow

Answer: D

NEW QUESTION # 19
What happens when the Auto-Delegation by Group workflow is configured?

- A. Approvers can create delegate groups.
- B. Delegates can send back requests in groups.
- C. Approvers can delegate workflows to more than one person.
- D. Delegates can approve workflows in groups.

Answer: C

NEW QUESTION # 20
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