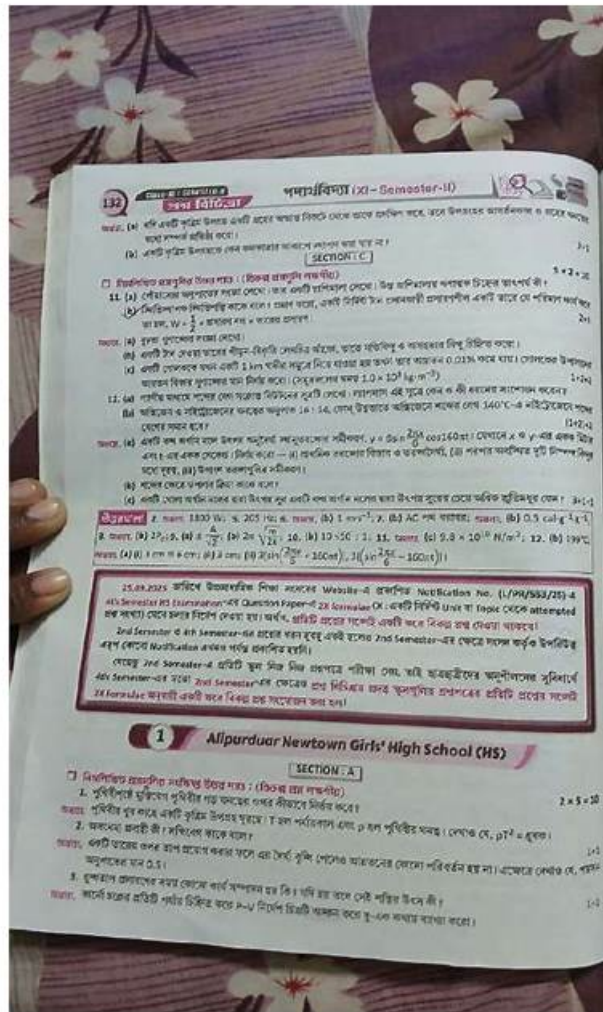


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q48-Q53):

NEW QUESTION # 48

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

Answer: D

NEW QUESTION # 49

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

Answer: A

NEW QUESTION # 50

Which rule supports the Default_JobClass requirement?

- **A. ☐**
- B. ☐
- C. ☐
- D. ☐

Answer: A

NEW QUESTION # 51

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager.

When is the CC workflow notification sent out?

- A. When the approvers decline the workflow
- B. When the workflow is sent back by any approver
- C. When the employee initiates the workflow
- **D. When the workflow is approved by all approvers**

Answer: D

NEW QUESTION # 52

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- **A. Trigger Rules for Hire/Rehire**
- B. Trigger Rules to Display Internal Job History

- C. Trigger Workflows
- D. Save Changes to Foundation Objects

Answer: A,C

NEW QUESTION # 53

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