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SAP CERTIFICATION

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**SAP Certified Associate - SAP SuccessFactors Employee Central Core  
Sample Questions (Q44-Q49):**

#### NEW QUESTION # 44

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Biographical Information
- B. Compensation Information
- C. Personal Information
- **D. Job Information**

**Answer: D**

#### NEW QUESTION # 45

What is the recommended practice to start the event reason derivation rules?

- **A. The first IF clause must check if the event reason value is  $\neq$  NULL, then skip the event reason derivation.**
- B. The first IF clause must be blank.
- C. The first IF clause must check if the event reason value is = NULL, then skip the event reason derivation.
- D. The first IF clause must be set to Always True.

**Answer: A**

#### NEW QUESTION # 46

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

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

**Answer: A**

#### NEW QUESTION # 47

What type of rules support rule contexts? Note: There are 2 correct answers to this question.

- **A. onChange rules**
- B. onView rules
- **C. onSave rules**
- D. onInit rules

**Answer: A,C**

#### NEW QUESTION # 48

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

**Answer: D**

#### NEW QUESTION # 49

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