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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q39-Q44):

NEW QUESTION # 39
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/Rehirre
- B. Trigger Workflows
- C. Save Changes to Foundation Objects
- D. Trigger Rules to Display Internal Job History

Answer: A,B

NEW QUESTION # 40
Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Set or reset TBH status if an incumbent's FTE is changed
- B. Respect workflow at Copy Position in Position Organizational Chart
- C. Execute workflow on Job Information if the position changes are synchronized to the incumbents
- D. Define a specific transition period for a group of positions
- E. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position

Answer: A,C,D

NEW QUESTION # 41
In which of the following HRIS elements do you assign workflow derivation rules for new hires?

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

Answer: B

NEW QUESTION # 42
Which object requires entity-type to be configured in HRIS sync mapping?

- A. personInfo
- B. phoneInfo
- C. jobinfo
- D. compinfo

Answer: C

NEW QUESTION # 43
How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The onSave ERD rule overrides the event reason value indicated in the import file.
- C. The event reason indicated in the import overrides the onSave ERD rule.
- D. The event reason must be selected manually.

Answer: C

NEW QUESTION # 44
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