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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q40-Q45):

NEW QUESTION # 40

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the `countryOfRegistration.code` in the Source Filter Criteria
- B. By association, using the `countryOfRegistration.code` in the Condition
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- D. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Answer: B,D

NEW QUESTION # 41

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee View
- B. Manage User
- C. Employee Central Effective Dated Entities
- **D. Employee Data**

Answer: D

NEW QUESTION # 42

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 = NULL, then skip the event reason derivation.
- B. The first IF clause must be set to Always True.
- **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 blank.

Answer: C

NEW QUESTION # 43

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- **A. Event Type: onInit; Base Object: Standard Hours**
- B. Event Type: onEdit; Base Object: Employee Information
- C. Event Type: onSave; Base Object: Legal Entity
- D. Event Type: onChange; Base Object: Employee Information

Answer: A

NEW QUESTION # 44

Which optional features CANNOT be combined in a workflow?

- A. Delegation and Remind in Days
- **B. Auto-approval and Escalation**
- C. Delegation and Escalation
- D. Remind in days and Auto-approval

Answer: B

NEW QUESTION # 45

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