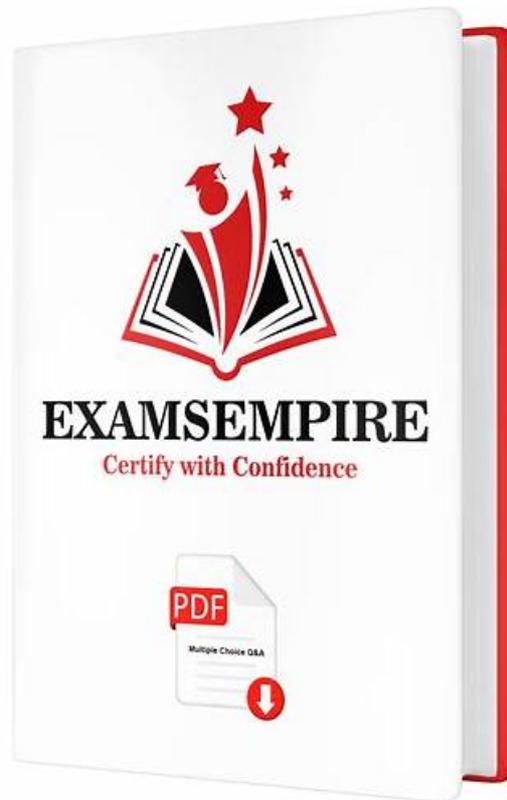


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Child object

- B. Valid When association - Lower level object
- C. Valid When association - Higher level object
- D. Composite association - Parent object

Answer: A,C

NEW QUESTION # 54

Which rule scenario for Employee Central Business Rules will you use to propagate the Job Information record from Job Classification?

- A. Trigger onView Rules for HRRIS Elements
- B. Validate HRIS Elements
- C. Trigger onChange Rules for HRIS Elements
- D. Trigger Cross-Entity Rules

Answer: C

NEW QUESTION # 55

What is the four-eye principle in workflows?

- A. It skips the succeeding approvers when there are more than four approvers in a workflow.
- B. It prevents workflows from having more than four approvers.
- C. It requires workflows to have at least four approvers.
- D. It prevents the initiator from being an approver.

Answer: D

NEW QUESTION # 56

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Required
- B. PII
- C. Visibility
- D. Previous Value
- E. Max-length

Answer: A,C,D

NEW QUESTION # 57

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

Answer: B,C,D

NEW QUESTION # 58

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