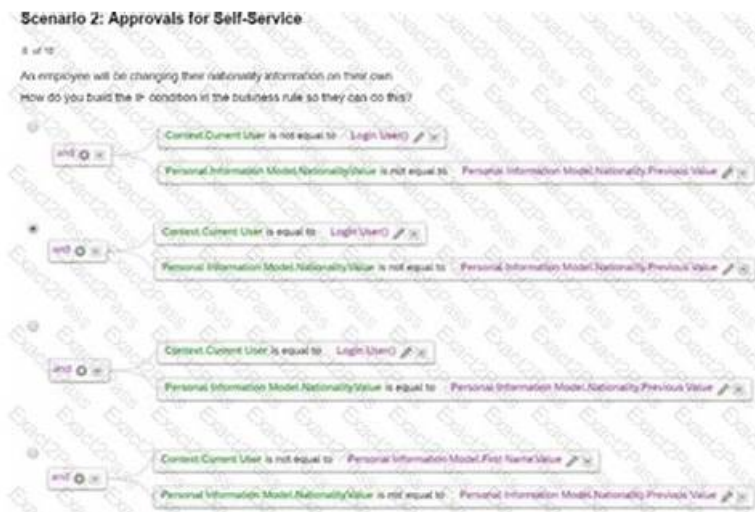


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q14-Q19):

NEW QUESTION # 14

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: Position Relationship - Parent Position - Source By selecting in Step 2: Position Relationship - Parent Position - Target
- C. By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager - Target

- D. By selecting in Step 1: Role - Self-SourceBy selecting in Step 2: Role - Manager - Target

Answer: C

NEW QUESTION # 15

What is the purpose of including the condition "Event Reason is not equal to Null" at the beginning of an Event Reason Derivation (ERDD) rule in SAP SuccessFactors Employee Central?

- A. To allow the rule to handle null values later in the logic
- B. To ensure the rule always sets a new Event Reason
- C. To prevent the system from skipping the ERD rule
- D. To avoid overwriting an existing Event Reason that was already set

Answer: D

NEW QUESTION # 16

An employee will be changing their nationality information on their own.
How do you build the IF condition in the business rule so they can do this?

- A. ☐
- B. ☒
- C. ☐
- D. ☐

Answer: B

NEW QUESTION # 17

Which rule can effectively catch all unspecified events in a transaction?

- A. ☐
- B. ☒
- C. ☐

Answer: B

NEW QUESTION # 18

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Create a lower-level position
- B. Create a job requisition for a vacant position
- C. Nominate a successor for a position
- D. Run a mass change to update positions
- E. Mass copy positions

Answer: A,B,E

NEW QUESTION # 19

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