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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q55-Q60):

NEW QUESTION # 55

Manager A initiated a job code change for Employee X with an effectivity date of January 15.

Another manager initiated the same request, but for January 30.

What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- B. The system will reject both workflows.
- C. The system will allow both workflows to continue.

- D. The system will cancel the first workflow.

Answer: C

NEW QUESTION # 56

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

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

Answer: A,D,E

NEW QUESTION # 57

Fields in the termination screen are configured in which hrselement?

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

Answer: D

NEW QUESTION # 58

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

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

Answer: A,D

NEW QUESTION # 59

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager. When is the CC workflow notification sent out?

- A. When the workflow is approved by all approvers
- B. When the approvers decline the workflow
- C. When the workflow is sent back by any approver
- D. When the employee initiates the workflow

Answer: A

NEW QUESTION # 60

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