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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q26-Q31):

NEW QUESTION # 26

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a Valid When association to the Legal Entity object
- B. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- C. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- D. As a generic object with a composite association to the Legal Entity object

Answer: C

NEW QUESTION # 27

Which mathematical formula must be set in the THEN condition to meet the JobInfo_FTE_Comp rule requirement?

- A. $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$
- B. $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$
- C. $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$
- D. $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$

Answer: C

NEW QUESTION # 28

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. City
- B. Location
- C. Country
- D. Address1

Answer: C

NEW QUESTION # 29

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

Answer: A

NEW QUESTION # 30

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

Answer: C

NEW QUESTION # 31

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