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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q52-Q57):

NEW QUESTION # 52

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked too prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being understaffed.
- C. The target FTE is checked too prevent the position from being understaffed.
- D. The standard hours are checked to prevent the position from being overstaffed.

Answer: A

NEW QUESTION # 53

What is generic object for Translation used for in SAP SuccessFactors Employee Central??

- A. To translate any generic object field labels in the instance
- **B. To translate MDF FO field labels**
- C. To translate XML FO field labels
- D. To translate XML and MDF FO field labels

Answer: B

NEW QUESTION # 54

Which action will trigger a system validation for an in-progress workflow?

- A. Terminating an employee
- B. Adding a new employee
- **C. Updating Job Information with the same effective date**
- D. Rehiring an inactive employee

Answer: C

NEW QUESTION # 55

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. Execute workflow on Job Information if the position changes are synchronized to the incumbents**
- D. Respect workflow at Copy Position in Position Organizational Chart
- **E. Define a specific transition period for a group of positions**

Answer: B,C,E

NEW QUESTION # 56

The manager has the ability to change the salary during the workflow.

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- **A. Edit without Route Change**
- B. No edit
- C. Edit with Route Change
- D. Edit Attachment Only

Answer: A

NEW QUESTION # 57

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