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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create dynamic groups per each legal entity and add the necessary approver steps.
- B. Create permission groups for each legal entity and assign them to the HR admin role.
- C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: C

NEW QUESTION # 47

Which fields must be enabled for the HRIS element pay Component Non Recurring? Note: There are 3 correct answers to this question.

- A. pay-date
- B. frequency
- C. pay-component-code
- D. value
- E. is-target

Answer: A,C,D

NEW QUESTION # 48

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

Answer: D

NEW QUESTION # 49

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in Succession Data Model.
- B. Define the delegate relationship in Employee Central.
- C. Enable the auto-delegate permission for users.
- D. Enable the field in the Corporate Data Model.

Answer: C,D

NEW QUESTION # 50

Which action in the THEN statement is used for propagation?

- A. Execute
- B. Set
- C. Raise
- D. Create

Answer: B

NEW QUESTION # 51

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