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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

NEW QUESTION # 27

What happens when the Auto-Delegation by Group workflow is configured?

- A. Delegates can send back requests in groups.
- **B. Approvers can delegate workflows to more than one person.**
- C. Approvers can create delegate groups.
- D. Delegates can approve workflows in groups.

Answer: B

NEW QUESTION # 28

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERRD-Catch
- **B. ERD1, ERD2, ERD3, ERD-Catch, WFD**
- C. ERD1, ERD2, ERD3, WFD, ERRD-Catch
- D. ERD-Catch, ERD1, ERD2, ERD3, WFD

Answer: B

NEW QUESTION # 29

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Tuesday, the day the transaction is entered
- B. Saturday, the day after the sync job completes
- C. Thursday, when the change becomes effective
- **D. Friday, when the sync job completes**

Answer: D

NEW QUESTION # 30

What is the recommended practice to start the event reason derivation rules?

- **A. The first IF clause must check if the event reason value is \neq NULL, then skip the event reason derivation.**
- B. The first IF clause must check if the event reason value is = NULL, then skip the event reason derivation.
- C. The first IF clause must be blank.
- D. The first IF clause must be set to Always True.

Answer: A

NEW QUESTION # 31

How is the event reason derived when a business rule is enabled for import?

- A. The event reason must be selected manually.
- B. The event reason is derived using the catch-all rule.
- **C. The event reason indicated in the import overrides the onSave ERD rule.**
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

Answer: C

NEW QUESTION # 32

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