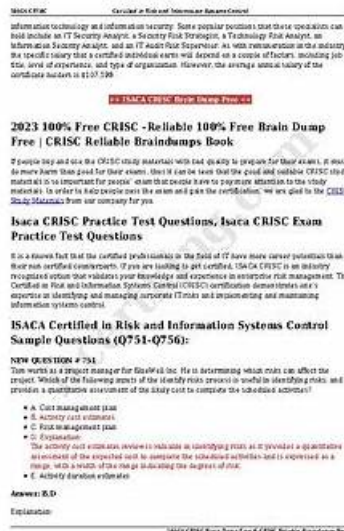


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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q47-Q52):

### NEW QUESTION # 47

Which object requires entity-type to be configured in HRIS sync mapping?

- A. phoneInfo
- B. personInfo
- C. jobinfo
- D. compinfo

**Answer: C**

### NEW QUESTION # 48

What is the purpose of including the condition "Event Reason is not equal to Null" at the beginning of an Event Reason Derivation (ERDD) rule in SAP SuccessFactors Employee Central?

- A. To allow the rule to handle null values later in the logic
- B. To avoid overwriting an existing Event Reason that was already set
- C. To ensure the rule always sets a new Event Reason
- D. To prevent the system from skipping the ERD rule

**Answer: B**

### NEW QUESTION # 49

Which mathematical formula must be set in the THEN condition to meet the JobInfo\_FTE\_Comp rule requirement?

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

**Answer: A**

### NEW QUESTION # 50

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built between an XML FO and another XML FO.
- B. All custom associations should be built between an MDF FO and another MDF FO.
- C. All custom associations should be built as one-to-one.
- D. All custom associations should be built as one-to-many.

**Answer: D**

### NEW QUESTION # 51

Which rule scenario for Employee Central Business Rules will you use to propagate the Job Information record from Job Classification?

- A. Trigger onChange Rules for HRIS Elements
- B. Trigger onView Rules for HRIS Elements
- C. Trigger Cross-Entity Rules
- D. Validate HRIS Elements

**Answer: A**

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