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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q19-Q24):

NEW QUESTION # 19

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

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

Answer: B

NEW QUESTION # 20

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this? Refer to the screenshot to answer the question.

□

- A. No Approver Behavior
- B. Respect Permission
- **C. Edit Transaction**
- D. Context

Answer: C

NEW QUESTION # 21

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

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

Answer: C

NEW QUESTION # 22

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the division object definition
- B. A Composite association in the business unit object definition
- C. A Valid When association in the business unit object definition
- **D. A Valid When association in the division object definition**

Answer: D

NEW QUESTION # 23

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

- **A. Approvers can delegate workflows to more than one person.**

- B. Approvers can create delegate groups.
- C. Delegates can send back requests in groups.
- D. Delegates can approve workflows in groups.

Answer: A

NEW QUESTION # 24

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