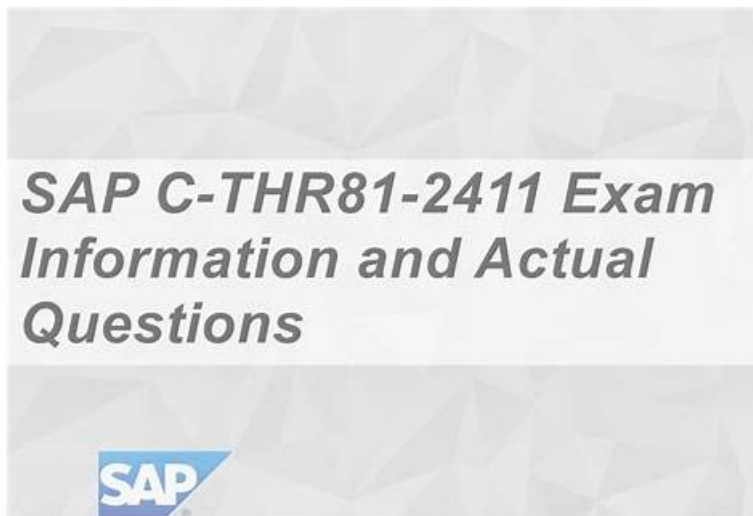


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NEW QUESTION # 20

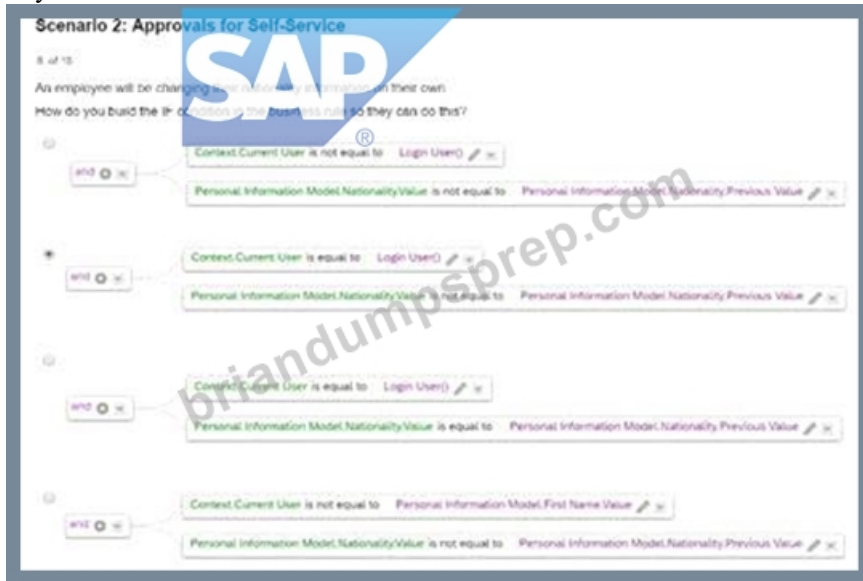
In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Dynamic Roles
- B. Manage Workflow Requests
- C. Manage Permission Groups
- D. Manage Workflow Groups

Answer: D

NEW QUESTION # 21

An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?



- A. Option A
- **B. Option B**
- C. Option C
- D. Option D

Answer: B

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- * Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 22

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Edit/Insert
- B. Job Information Actions > View History
- C. Edit Link > Edit/Insert
- **D. Job Information Actions > Correct**

Answer: D

Explanation:

* Job Information Actions > Correct permission controls the Edit button in the Job Information history.

* This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 23

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- **A. A user can have only one person id external.**

- B. Once generated, you CANNOT change a person id external.
- C. Once generated, you CANNOT change a user id.
- D. A user can have only one user id.
- E. A user can have multiple user ids.

Answer: A,C,E

NEW QUESTION # 24

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions based on the granted user's target population
- B. To restrict access at the field level when creating positions
- C. To restrict access to create lower-level positions from the Position Org Chart
- D. To restrict access to create positions from Manage Positions

Answer: A,C

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

- * A. To restrict access to create positions based on the granted user's target population:
- * This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.
- * C. To restrict access to create lower-level positions from the Position Org Chart:
- * This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 25

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