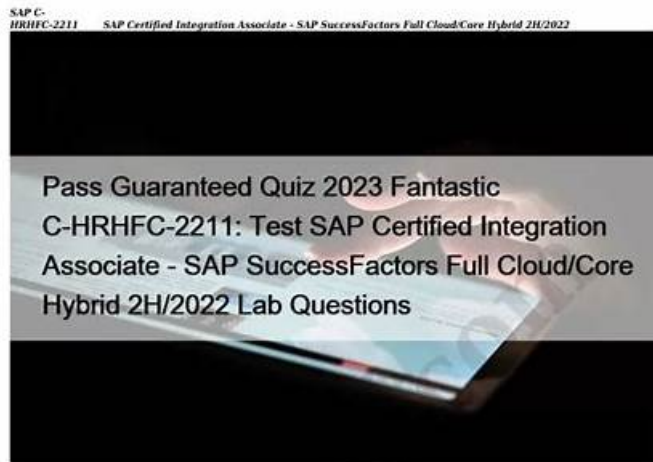


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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q18-Q23):

### NEW QUESTION # 18

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 permission groups for each legal entity and assign them to the HR admin role.
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- 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 # 19

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question.



- A. By selecting in Step 1: Role - Self-Source - Initiator
- B. By selecting in Step 1: Role - Manager - Source - Initiator
- C. By selecting in Step 1: Role - Employee HR-Source - Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: B

### NEW QUESTION # 20

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and H R Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?



- A.
  - Rule 1: 'Login User ID' with 'is equal to' set to 'Current User Job Information Supervisor'.
  - Rule 2: 'Job Information Model Event Reason Value' with 'is equal to' set to 'Location Change (DAT)'.
- B.
  - Rule 1: 'Login User ID' with 'is equal to' set to 'Current User Job Information Supervisor'.
  - Rule 2: 'Job Information Model Event Reason Value' with 'is equal to' set to 'Location Change (DAT)'.

- C.  This screenshot shows an 'and' condition with two criteria: 'Context.Current User is equal to Job Information Model.Job Information Supe' and 'Job Information Model.Event Reason.Value is equal to Location Change (DATA)'. The 'Job Information Model.Job Information Supe' field is highlighted with a blue box.
- D.  This screenshot shows an 'and' condition with two criteria: 'User ID: (Login User()) is equal to \*' and 'Permission Group Name: (All Admin)'. The 'User ID: (Login User()) is equal to \*' field is highlighted with a blue box.

Answer: B

### NEW QUESTION # 21





According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Add a new event.
- B. Add a new language translation.
- C. Change the external\_code of an event.
- D. Change the status.
- E. Change the labels.

Answer: B,D,E

### NEW QUESTION # 22

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

- A.  This screenshot shows a condition: 'Context.Current User is equal to Login User()'. The 'Context.Current User is equal to Login User()' field is highlighted with a blue box.
- B.  This screenshot shows a condition: 'Personal Information Model.Event Data.Value is equal to Today()'. The 'Personal Information Model.Event Data.Value is equal to Today()' field is highlighted with a blue box.
- C.  This screenshot shows a condition: 'Personal Information Model.Event Data.Value is equal to Today()'. The 'Personal Information Model.Event Data.Value is equal to Today()' field is highlighted with a blue box.
- D.  This screenshot shows a condition: 'Context.Current User is equal to Login User()'. The 'Context.Current User is equal to Login User()' field is highlighted with a blue box.

Answer: D

### NEW QUESTION # 23

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