

What is the definition of a leadership style? **Leadership style** = patterns of leader's interaction with his/her followers

Why is leadership style important? **Leadership style** impacts evaluations of employees whether that is positive or negative

List the 4 leadership styles: **Autocratic** = 1. **Autocratic** = immediate compliance, tight control, employees negative. "Do what you are told!"
2. **Authoritarian** = controlling toward a vision, long-term strategies, influence to gain employee buy-in to decisions. "This is where we're going, and why!"
3. **Participative** = involving team, cooperative goal setting, **democratic** goals, team, clear, understanding team's other employees, people first. "Everyone, these are our goals!"
4. **Democratic** = build group consensus & commitment, highly control situation & employees, negative over positive feedback. "What do you think?" "Let's see what your group wants to do!"
5. **Transactional** = independent work, leads by example, setting high performance standards, award rewards, highly motivated team. "Go do this." "This is how it must be done. What are you?"
6. **Transformational** = developing self for future, average growth of employees, strong commitment, action plan, control goals. "Here are my goals for you!"

What are the strengths and weaknesses of the **Autocratic** style? **Autocratic** Strengths:
- Effective when used in crisis situations, such as natural disasters, health disasters, & significant profit issues & the company needs an immediate turnaround
- Effective when organizations must follow certain protocols. No safety standards, strict structural arrangements or legal obligations
- Effective when used in that all problem employees & termination

Weaknesses:
- Create positive resistance, rebellion, indignation, & damage to the environment of strategic objectives
- Demotivate employees who would be otherwise high performers
- Negates any creative potential from employees & reduces loyalty

What are the strengths and weaknesses of the **Authoritarian** style? **Authoritarian** Strengths:
- Most desirable for inspiring the six climate dimensions in positive ways
- Maximum commitment to the organization's goals & strategies

Weaknesses:
- Inquire with the authoritative yet become overbearing
- Does not address the significant aspect of an effective team

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Payroll Sample Questions (Q64-Q69):

NEW QUESTION # 64

What must you do to define a process type when working on the test payroll results? Note: There are 2 correct answers to this question.

- A. Set the corresponding payroll process type category to TP (Test Payroll)
- B. Set the period parameter of the corresponding process type to value 01
- C. Set the corresponding payroll process type category to MO (Monitoring)
- D. Set the corresponding payroll process type category to TM (Team Monitoring)

Answer: C,D

NEW QUESTION # 65

Which SAP SuccessFactors Employee Central Admin Center tool do you use to make a field that is required for employee master data replication mandatory?

- A. Import Foundation Data
- B. Manage Business Configuration
- C. Data Replication Configuration
- D. Manage Data

Answer: B

NEW QUESTION # 66

What HRIS element changes require push replication?

- A. employmentInfo
- B. paymentInfo
- C. compInfo
- D. jobinfo

Answer: A,B,D

NEW QUESTION # 67

Which of the following statements apply to the results of the PYC_CONVERT_VR_TO_TSK PCC report for converting legacy validation rules into the new framework? Note: There are 3 correct answers to this question.

- A. The legacy validation rules and the rules created in Manage Configuration application can be used in the same process
- B. The legacy validation rules remain unchanged
- C. The legacy validation rules and the rules created in Manage Configuration application can be used only in separate processes

- D. The legacy validation rules and the rules created in Manage Configuration application can be used only for the Team Monitoring processes
- E. Converting legacy validation rules creates a new set of validation rules with the same check logic in Manage Configuration

Answer: A,B,E

NEW QUESTION # 68

What must you enable in Provisioning for push replication from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll?

- A. API Endpoint for Payroll Data
- B. Employee Central Compound Employee API
- C. Job for Push Replication
- D. Intelligent Services

Answer: D

NEW QUESTION # 69

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