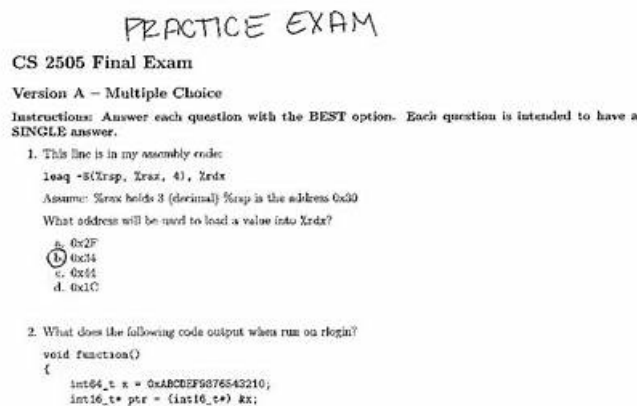


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q61-Q66):

NEW QUESTION # 61

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The Company field should NOT be included in the business rule.
- B. The workflow configuration should NOT be included in the business rule.
- C. The Parent Position field should NOT be included in the business rule.
- D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.

Answer: C,D

NEW QUESTION # 62

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

Answer: B

NEW QUESTION # 63

How do you create country-specific fields for the Legal Entity object?

- **A. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object**
- B. As a generic object with a Valid When association to the Legal Entity object
- C. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- D. As a generic object with a composite association to the Legal Entity object

Answer: A

NEW QUESTION # 64

To which Job information field will you assign the Default_JobClass rule?

- A. Employee Class
- **B. Job Code**
- C. Pay Grade
- D. Job Title

Answer: B

NEW QUESTION # 65

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onChange; Base Object: Employee Information
- B. Event Type: onSave; Base Object: Legal Entity
- **C. Event Type: onInit; Base Object: Standard Hours**
- D. Event Type: onEdit; Base Object: Employee Information

Answer: C

NEW QUESTION # 66

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