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SAP CERTIFICATION

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q35-Q40):

### NEW QUESTION # 35

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

**Answer: D**

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

Options A, B, and C are not suitable for this requirement:

A . Manage Permission Groups

This tool is used to define groups for permission purposes and does not directly relate to workflow approvals.

B . Manage Dynamic Roles

Dynamic Roles are used to assign roles based on certain criteria but are not designed for grouping multiple users for workflow approvals.

C . Manage Workflow Requests

This tool is used to monitor and manage existing workflow requests, not to configure approval groups.

### NEW QUESTION # 36

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

**Answer: C**

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

### NEW QUESTION # 37

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source  
\*By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1. Position Relationship - Parent Parent Position - Source  
\*By selecting in Step 2: Position Relationship - Parent Position - Target
- C. By selecting in Step 1: Role - Manager - Source  
\*By selecting in Step 2. Role-Manager Manager - Target
- **D. By selecting in Step 1. Role-Manager - Source**  
**\*By selecting in Step 2: Role - Manager - Target**

**Answer: D**

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

\* Step 1: Role - Manager - Source (current manager of the employee).

\* Step 2: Role - Manager - Target (future manager of the employee). This setup ensures that the workflow sequentially routes approval to both the current and future managers.

### NEW QUESTION # 38

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- **B. SAP Business Accelerator Hub**
- C. SAP Application Interface Framework

**Answer: B**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

\* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

\* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

### NEW QUESTION # 39

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

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**Employee Transfer Workflow (WF\_Employee\_TTransfer)**

Workflow ID: WF\_Employee\_TTransfer

Name: Employee Transfer Workflow

Description:

Remind In Days:

Is Delegate Supported: No

Alternate Workflow: New Hire Workflow (CC\_XX\_NEWHIRE\_WF)

Redirect CC Users To Workflow Approval Page: No

Escalation:

What is the expected behavior of this workflow?

What is the expected behavior of this workflow?

- **A. The alternate workflow is used when there is a future-dated record entered for the employee.**
- B. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_TTransfer.
- D. An approver can automatically reroute this request to another employee during vacation.

**Answer: A**

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:  
Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.  
This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

## NEW QUESTION # 40

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