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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q20-Q25):

NEW QUESTION # 20

In which scenario will Approver Replacement logic automatically assign the subject user's manager as the step approver?

- A. When the subject user's manager is already an approver
- B. When a workflow involves the Position object
- C. When the subject user is listed as an approver in the workflow
- D. When the administrator inserts the approver step in the Manage Workflow Requests

Answer: C

NEW QUESTION # 21

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Country
- B. Address1
- C. City
- D. Location

Answer: A

NEW QUESTION # 22

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Set or reset TBH status if an incumbent's FTE is changed
- B. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- C. Respect workflow at Copy Position in Position Organizational Chart
- D. Define a specific transition period for a group of positions
- E. Execute workflow on Job Information if the position changes are synchronized to the incumbents

Answer: A,D,E

NEW QUESTION # 23

How do you configure the data models to create a one-to-many association between location and legal entity? Note: There are 2 correct answers to this question.

- A. Add the <field-criteria> as part of <hris-field="company">
- B. Add the <field-criteria> as part of <hris-field="location">
- C. Add the <association> as part of <hris-element id="location">
- D. Add the <association> as part of <hris-element id="jobInfo">

Answer: B,C

NEW QUESTION # 24

Which action will trigger a system validation for an in-progress workflow?

- A. Rehiring an inactive employee
- B. Terminating an employee
- C. Updating Job Information with the same effective date
- D. Adding a new employee

Answer: C

NEW QUESTION # 25

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