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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q13-Q18):

NEW QUESTION # 13

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

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

Answer: D

NEW QUESTION # 14

How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- B. onChange rules are supported when the fields are included in the template.
- C. The system does NOT support onPostSave rules.
- D. onView rules are supported when the fields are included in the template.

Answer: B

NEW QUESTION # 15

What happens when the Auto-Delegation by Group workflow is configured?

- A. Approvers can create delegate groups.
- B. Approvers can delegate workflows to more than one person.
- C. Delegates can approve workflows in groups.
- D. Delegates can send back requests in groups.

Answer: B

NEW QUESTION # 16


Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.


- A. A user can have only one user id.
- B. A user can have multiple user ids.
- C. Once generated, you CANNOT change a user id.
- D. A user can have only one person id external.
- E. Once generated, you CANNOT change a person id external.


Answer: B,C,D


NEW QUESTION # 17

Which condition must be used for the Jobinfo_FTE_Comp rule?

- A. 

Job Information Model.FTE.Value is equal to Job Information Model.FTE.Previous
 and
 Job Information Model.Event Reason.Value is equal to New Hire (HIRNE)
 Job Information Model.Event Reason.Value is equal to Rehire (REHREH)
- B. 

Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous
 and
 Job Information Model.Event Reason.Value.Event is equal to Hire (H, 2289)
 Job Information Model.Event Reason.Value.Event is equal to Rehire (R, 2301)
- C. 

Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous
 and
 Job Information Model.Event Reason.Value is not equal to New Hire (HIRNEW)
 Job Information Model.Event Reason.Value is not equal to Rehire (REHREH)
- D. 

Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous
 and
 Job Information Model.Event Reason.Value.Event is not equal to Hire (H, 2289)
 Job Information Model.Event Reason.Value.Event is not equal to Rehire (R, 2301)

Answer: B

NEW QUESTION # 18

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