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QUESTION 41

Which identifier is used to represent the employee’s employment?
* Person ID
* User ID
* Position ID
* Job Code ID

QUESTION 42

Generic Objects

Which of the following Destination Objects are referenced for Valid When and Composite associations?

Note: There are 2 correct answers to this question

* Composite association – Parent object
* Composite association – Child object
* Valid When association – Higher level object
* Valid When association – Lower level object

QUESTION 43

Data Models

Which employment objects support a country-specific field configuration?

Note: There are 2 correct answers to this question
* Job Relationship Info
* Job Information
* Pay Component Recurring
* Employment Details

QUESTION 44

You are translating the Job Title field of the Engineer job classification so that users in different countries can see the job title in their own language.

Where do you add the translations?
* In the Manage Data tool
* In the Configure Object Definitions tool
* In the Country Specific Corporate Data Model
* In the Corporate Data Model

QUESTION 45

Security, Settings, and Languages

In which section in the Manage Permission Roles tool do you set the Biographical Information?
* Employee Central Effective Dated Entities
* Employee Data
* Employee View
* Manage User

QUESTION 46

How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question
* Use DELIMIT operation in Incremental Load
* Use DELETE operation in Full Purge
* Use DELETE operation in Incremental Load
* Use DELIMIT operation in Full Purge

QUESTION 47

Security, Settings, and Languages

Where can you apply rule contexts?

Note: There are 2 correct answers to this question
* onChange rules
* onInit rules
* onView rules
* onSave rule

QUESTION 48

What is generic object FoTranslation used for in SAP SuccessFactors Employee Central?
* To translate MDF FO records
* To translate XML FO records
* To translate XML and MDF FO records
* To translate any generic object records in the instance

QUESTION 49

Which data type must you use when adding a field to reference Legal Entity in an MDF object?
* Generic object
* Picklist
* Foundation object
* Data source

QUESTION 50

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30.

What happens to the workflows triggered by both transactions?
* The system will allow both workflows to continue
* The workflow triggered by the first transaction will override the request of the
* second transaction
* The workflow triggered by the second transaction will override the request of
* the first transaction
* The system will reject both workflows

QUESTION 51

Which action in the THEN statement is used for Propagation?
* Create
* Raise
* DSet
* Execute

QUESTION 52

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

* Dynamic Role
* Dynamic Group
* Role
* Manager

QUESTION 53

Foundation Objects

A customer needs to create a custom field that appears only for Legal Entity records with a country of France.

How do you create the required field?

Create a field in the legal Entity HRIS element in the Country Specific Field
* Corporate Data Model Create a field in the legal Entity HRIS element in the Corporate Data Model.
* Add field criteria to only display the field when the country is France
* Create a field in the Legal Entity France object in Configure Object Definition.
* Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France

QUESTION 54

You want to configure a business rule that will automatically propagate Job Title from the Job Classification during the new hire process.

What object will you choose as the base object? Note: There are 2 correct answers to this question
* Employee Information
* Job Title
* Job Information
* Job Classification

QUESTION 55

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question
* Change the status
* Add anew event
* Change the labels
* Change the external code of an event
* Add a new language translation.

QUESTION 56

Business Rules

Which pages support onlnit business rules?

Note: There are 2 correct answers to this question
* Add New Employee wizard
* Manage Organization, Pay and Job Structures

* Job Information History page
* Personal Information Edit page

QUESTION 57

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?
* Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL B.

Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank
* Set the IF statement to Always True and set the THEN statement as blank
* Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank

QUESTION 58

How do you create Country/Region specific fields (CSF) for a country that does not have pre-delivered CSF fields?

Note: There are 3 correct answers to this question
* Create a new generic object
* Create a composite association to the new generic object on Legal Entity
* Update the field criteria of the association
* Update the condition and condition values of the association
* Create a composite association on the new generic object to Legal Entity

QUESTION 59

Pay Component Recurring must always be preceded by which import file?
* Employment Details
* Job Information
* Pay Component Non-Recurring
* Compensation Information

QUESTION 60

Security, Settings, and Languages

Which permission controls a user’s access to the Edit button in the history of Job Information?
* Job Information Actions > Correct
* Edit Link > Edit/Insert
* Job Information Actions > View History
* Job Information Actions > Edit/Insert

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