

Question:

Score 0 of 1

If a foundation object has been converted to MDF, what tool do you use to modify the structure of the object?

Please choose the correct answer.

Response: Manage Data Configure Object Definition Manage Organization, Pay and Job Structures Configure Business Rules**Question:**

Score 0 of 1

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 option will you configure in the workflow to achieve this?

Please choose the correct answer.

Response: Dynamic Role Permission Group Dynamic Group CC Role

Question:

Score 1 of 1

In an organization, the workflow as shown in the screen shot, is to be triggered when an employee is transferred from one department to another.

What happens during this workflow process?

There are 2 correct answers to this question.

Step 1

Approver Type	Approver Role	Context	Edit Transaction
Role	Manager	Target	Edit with Route Change

Step 2

Approver Type	Approver Role	Context	Edit Transaction
Role	Manager	Source	Edit with Route Change

Step 3

Edit Transaction	No Approver Behavior	Relationship to Approver	Respect Permission	Workflow Em
Edit with Route Change	Skip this Step	Employee	Yes	

Edit Transaction	No Approver Behavior	Relationship to Approver	Respect Permission	Workflow Email
Edit with Route Change	Skip this Step	Employee	Yes	

Response:

- The Head of the Business Unit of the employee's new department will get a notification immediately after this workflow is triggered
 - The employee's future manager will get a notification immediately after this workflow is triggered
- Anyone in the Recruiting team can send back the workflow to the employee's future manager for some changes in the data
- The employee's current manager can send back the workflow to the employee's future manager for some changes in the data

Question:

Score 1 of 1

What happens when you select private data for Proxy Account Holder in Proxy Management?
Please choose the correct answer.

Response:

The proxy can open, view, edit or send any item for which the account holder has permission

The proxy has access to private information for which the account holder has permission

The proxy does NOT have access to potentially sensitive information

The proxy can edit the private information of the account holder

Question:

Score 0 of 1

What does the Report Distributor allow you to do?

There are 2 correct answers to this question.

Response:

To send custom reports on a regular basis.

To preview a report and make corrections before sending it.

To create report bundles to be sent via e-mail in PDF format.

To create an ad-hoc query to distribute to a list of recipients.

Question:

Score 0 of 1

What picklist feature is only available for generic object picklists?

Please choose the correct answer.

Response:

Effective dating

Ordering

Exporting

Language translation

Question: Score 0 of 1

How does the effective start date of a record affect Valid When associations?

There are 2 correct answers to this question.

Response:

- You can associate a child record if it is after the parent's effective start date.
- You can associate records with the same effective start dates.
- You can associate a child record that precedes the parent's effective start date.
- You can only associate records when they were created the same day.

Question: Score 1 of 1

Alert Notification is supported in which entities?

There are 2 correct answers to this question.

Response:

- Pay Component Recurring
- Personal Information
- Address Information
- Job Information

Question: Score 0 of 1

Which of the following are examples of standard one-to-one associations?

There are 2 correct answers to this question.

Response:

- Location to Legal Entity
- Pay Range to Legal Entity
- Department to Division
- Location to Geozone

Question:

Score 0 of 1

How does the system connect the country-relevant Legal Entity fields to a country?

There are 2 correct answers to this question.

Response:

By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

 By association, using the 3-letter ISO code of the country in the Condition Values By association, using the countryOfRegistration.code in the Condition By association, using the countryOfRegistration.code in the Source Filter Criteria**Question:**

Score 0 of 1

Which permission controls a user's access to the Edit button in the history of Job Information?

Please choose the correct answer.

Response:

Job Information Actions > Edit/Insert

 Job Information Actions > Correct Job Information Actions > View History

Edit Link > Edit/Insert

Question:

Score 0 of 1

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?

Please choose the correct answer.

Response:

Manage Workflow Requests

Manage Permission Groups

 Manage Dynamic Groups Manage Workflow Groups

Question:

Score 0 of 1

Which field data types use a Valid Value Source configuration in a generic object?

There are 3 correct answers for this question

Response: Generic Object Foundation Object

Attachment

 User Picklist**Question:**

Score 1 of 1

Fields in the termination screen are configured in which object?

Please choose the correct answer.

Response:

Job Information

Compensation Information

 Employment Information

Personal Information

Question:

Score 0 of 1

Which steps are required to set up the Auto Delegation feature for a Workflow in Employee Central?

There are 3 correct answers to this question.

Response:

You add the hris-field is-delegate-supported to the Succession Data Model

 The user sets up Auto Delegate through the Quick Links tile on their homepage You add the hris-field is-delegate-supported to the Corporate Data Model The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool You configure Workflow with the field 'Is Delegate Support' set to Yes

Question:

Score 0 of 1

Your customer has a subsidiary in another country that requires an approval workflow, whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen.

Where in the Position object do you need to attach the rule?

Please choose the correct answer.

Response: Rules section in the Position Code field Initialize Rules section in the Position object Save Rules section in the Position object Rules section in the Legal Entity field**Question:**

Score 0 of 1

What happens if a mapped role is deleted in Role Based Permissions?

Please choose the correct answer.

Response: The permissions are permanently removed and ungranted from the relevant groups. The groups and roles are removed from the instance. Nothing Users can continue to access the role until they are removed from the relevant groups.

Question:

Score 0 of 1

How do you set up global benefits in SAP SuccessFactors Employee Central?
Please choose the correct answer.

Response:

1. Enable benefits in the Admin Center
2. Add the Global Benefits tab element in the Corporate Data Model
3. Activate global benefits in Manage Business Configuration
1. Enable benefits in Provisioning
2. Add the Global Benefits tab element in the Corporate Data Model
3. Activate global benefits in Manage Business Configuration
1. Enable benefits in Provisioning
2. Add the Global Benefits tab element in the Succession Data Model
3. Activate global benefits in Configure Employee Files
1. Enable benefits in the Admin Center
2. Add the Global Benefits tab element in the Succession Data Model
3. Activate global benefits in Configure Employee Files

Question:

Score 0 of 1

What is the correct sequence?
Please choose the correct answer.

Response:

- Corporate data model -> Country specific Corporate data model -> Success data model -> country specific Success Data Model
- country Specific Success Data Model -> Success data model -> Corporate data model -> Country specific Corporate data model
- Country specific Corporate data model -> country Specific Success Data Model -> Success data model -> Corporate data model
- Success data model -> country Specific Success Data Model -> Corporate data model -> Country specific Corporate data model

Question:

Score 0 of 1

Which of the following blocks allows you to use business rules for triggering Event Reason Derivation?
There are 2 correct answers for this question

Response: Job Relationships

Personal Information

 Compensation Information Job Information**Question:**

Score 0 of 1

Which object supports &&NO_OVERWRITE&& in imports?

There are 2 correct answers to this question.

Response: Job Relationships Addresses Job History Employment Details**Question:**

Score 0 of 1

Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path?

There are 2 correct answers to this question.

Response: Create the escalation path using the Manage Organization, Pay and Job Structures tool Create the escalation path using the Manage Data tool In the Corporate Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig

In the Succession Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig

Question:

Score 0 of 1

What tools can you use to update an MDF picklist value translation that was just imported in the system?

There are 2 correct answers to this question.

Response:

Configure Object Definitions

Manage Data

Picklists Management

Import and Export data

Question:

Score 0 of 1

Where can you edit the message that an approver receives during the workflow process?

Please choose the correct answer.

Response:

In the Manage Workflow Requests tool

In the Manage Organization, Pay and Job Structures tool

In the E-Mail Notification Templates Settings tool

In the Modify Form Route Map tool

Question:

Score 0 of 1

What are characteristics of a generic (MDF) picklist?

There are 2 correct answers to this question.

Response:

Picklist values can be deleted.

Picklists can be used for all foundation objects.

The picklist value order is set globally.

Picklists are effectively dated.

Question:

Score 0 of 1

During initial testing in an implementation, you need to create **8 Cost Center Foundation Object records**. What tools can you use to create the records?

There are 3 correct answers to this question.

Response:

- Import Foundation Objects
- Configure Object Definition
- Manage Organization, Pay and Job Structures
- Import and Export Data
- Manage Data

Question:

Score 0 of 1

What does a full purge import do?

Please choose the correct answer.

Response:

- Deletes all records for an employee or object from the system based on the import file.
- Overwrites all records for an employee or object from the system, regardless of the import file.
- Overwrites all records for an employee or object from the system based on the import file.
- Deletes all records for an employee or object from the system, regardless of the import file.

Question:

Score 0 of 1

The attached diagram shows an extract from a customer's configuration workbook. Which of the following XML configurations meets the customer's requirements?

There are 2 correct answers to this question.

Job Classification							
System FieldID	SF Label	Type	Max. Length	Used	Customer Label	Required (Mandatory)	List of Values
externalCode	Job Code	String	32	Yes		Yes	
standardHours	Standard Weekly Hours	Decimal		No		No	
name	Job Title	String	90	Yes	Title	Yes	
description	Description	String	128	No		No	
custom-string1	CustomString1	String	45	Yes	Executive?	No	Yes, No

Response:

✓ <hris-field id="standardHours" visibility="none" maximumFractionDigits="2" showTrailingZeros="false">
<label>Standard Weekly Hours </label> </hris-field>

✗ <hris-field max-length="32" id="externalCode" visibility="both" required="false" pii="false">
<label>Job Code </label> </hris-field>

✗ <hris-field max-length="32" id="custom-string1" visibility="both" required="false" pii="false">
picklistId="yesNo">
<label>Executive? </label> </hris-field>

✓ <hris-field max-length="90" id="name" visibility="both" required="true"> <label> Job Title</label>
</hris-field>

Question:

Score 0 of 1

Which of the following is not found on the quick card?

Please choose the correct answer.

Response:

- Org Chart
- Email
- Take Action
- ✗ Go To
- ✓ National ID

Question:

Score 0 of 1

What can you do when creating the Config UI for the Generic Object?

There are 3 correct answers to this question.

Response:

- ✗ Add an MDF Picklist to a field
- ✓ Remove a field
- ✓ Move field to different positions
- ✓ Add a new field
- Change data type for a field

Question:

Score 0 of 1

Your customer wants to allow employees to manage their own benefits. You made the required changes to the Succession data model.

Which tool in the Admin Center do you use to activate the Global Benefits tab?

Please choose the correct answer.

Response:

Manage Configuration UI



Manage Employee Central Settings



Configure Employee Files

Benefits Admin Overview

Question:

Score 0 of 1

Your customer wants to grant restricted proxy rights to their HR Department to act on behalf of employees belonging to their legal entity. How can you perform this requirement?

There are 2 correct answers to this question.

Response:

Fill the PROXY column of the Basic Import template to match the requirements and import the file using the Import Employee Data tool.



Fill the Basic Import template with the requested proxy configuration and import the file using the Import and Export Data tool.



Use the Proxy Management tool to configure the requested proxy assignments.

Use the Manage Permission Roles tool to grant proxy rights to the HR Department.

Question:

Score 0 of 1

How many business rules must be created to set up a "catch all" workflow for the job information portlet?

Please choose the correct answer.

Response:

2



3

4



1

Question:

Score 0 of 1

What is an accurate description of Else Logic when creating a business rule?
Please choose the correct answer.

Response:

How the system reacts to the condition in the If statement

How the system reacts if the If condition is NOT true

Which condition needs to be met when the If statement is NOT true

Which condition needs to be met before the system actions defined in the Then statement are execute

Question:

Score 0 of 1

Which Workflow Context identifies a Future Role?
Please choose the correct answer.

Response:

Source

Approver

Target

Contributors

Question:

Score 0 of 1

What tool can be used to enable employees to initiate changes to their own employee data?
Please choose the correct answer.

Response:

Define Employee Fields

Manage Organization, Pay and Job Structures

Manage Permission Roles

Configure Employee Files

Question:

Score 0 of 1

Your customer reports that they are unable to add a new "Bonus" pay component to their "Total Target Compensation" pay component group. There is an association between the pay component group and the pay component.

What is a possible reason that the customer is experiencing this problem?

Please choose the correct answer.

Response:

The "Bonus" pay component has a different currency than the "Total Target Compensation" pay component group.



The "Bonus" pay component has a later effective date than the "Total Target Compensation" pay component group.



The "Bonus" pay component also has an association to another pay component group.

The "Bonus" pay component has a different frequency than the "Total Target Compensation" pay component group.

Question:

Score 0 of 1

You need to change the Employee Central job information for several employees using Import Employee Data. Where can you export the employees' current job information?

There are 2 correct answers to this question.

Response:

Analytics > Reporting > Ad Hoc Reports



Analytics > Reporting > List Views



Analytics > Analytics > Detailed Reporting

Admin Tools > Employee Export

Question:

Score 1 of 1

Your customer wants Brazil to be added to their country-specific Succession Data Model to capture National ID information. How does SAP recommend that you add this country?

Please choose the correct answer.

Response:

1. Copy an existing country from the customer's country-specific Succession Data Model.
2. Paste the existing country into the customer's country-specific Succession Data Model relabeled with Brazil's country code.

1. Copy an existing country from the customer's country-specific Corporate Data Model.
2. Paste the existing country into the customer's country-specific Succession Data Model relabeled with Brazil's country code.



1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
2. Paste the fields into the customer's country-specific Succession Data Model.

1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
2. Paste the field into the customer's country-specific Succession Data Model and country-specific Corporate Data Model.

Question:

Score 0 of 1

What is the data type of the currency field on the LegalEntity object?

Please choose the correct answer.

Response:

Foundation object



Enum

Picklist



Generic object

Question:

Score 0 of 1

Which of the following actions can you complete in the position organization chart?

There are 3 correct answers to this question.

Response:

- Show inactive positions
- Add a new employee
- View the positional hierarchy at a certain point in time.
- Search by an employee's name.
- Add a higher-level position.

Question:

Score 0 of 1

How do you translate the label for the Legal entity object so that users in different countries can see the label on their own language?

Please choose the correct answer.

Response:

- Update the label in Text Replacement
- Update the 'xml:lang' attribute in the CSF Corporate Data Model.
- Update the 'xml:lang' attribute in the Corporate Data Model.
- Update the label in Configure Object Definitions.

Question:

Score 1 of 1

Your customer wants the Time Zone field from the Job Classification Foundation Object to propagate into the Time Zone field of the Employee's Job Information.

What data model do you reference to fill in the IDs for 3 and 4 in the HRIS Propagation Data Model (as shown in the attached graphic)?

Please choose the correct answer.

```
<propagate foundation-element-id="1">
<field id="2">
<destination hris-element-id="3" field-id="4"/>
</field>
</propagate>
```

Response:

Corporate Data Model

CSF Succession Data Model

Succession Data Model

CSF Corporate Data Model

Question:

Score 0 of 1

Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the system?

There are 2 correct answers to this question.

Response:

Import employee data.

Import picklists.

Configure role-based permissions.

Configure the Corporate Data Model and the Succession Data Model.

Question:

Score 0 of 1

How can you remove employee records using Import Employee Data?

There are 2 correct answers to this question.

Response:

Use DELIMIT operation in Full Purge

 Use DELETE operation in Full Purge

Use DELETE operation in Incremental Load

 Use DELIMIT operation in Incremental Load**Question:**

Score 1 of 1

You are creating a New Hire Rule which will trigger on the Job Information base object when hiring a new employee. How do you ensure that this rule triggers?

Please choose the correct answers.

Response:

In this Succession Data Model, add the rule to the end of the New Hire Information Standard Element

 In the Succession Data Model, add the rule to the end of the Job Information HRIS Element

In the Manage Business Configuration tool, add the rule to the Job Information Standard Element

In the Manage Business Configuration tool, add the rule to the Job Information HRIS Element

Question:

Score 0 of 1

Which administration tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects?

There are 3 correct answers to this question.

Response: Import/Export Corporate Data Model Manage Business Configuration

Manage Organization, Pay and Job Structures

 Import/Export Country/Region-Specific Corporate Data Model Configure Object Definitions

Question:

Score 1 of 1

Which feature integrates SAP SuccessFactors Employee Central data with data in the basic employee profile?

Please choose the correct answer.

Response: Job to position synchronization Employee Central APIs Data management HRIS synchronization**Question:**

Score 0 of 1

In which business rule scenario do you use model base objects?

There are 2 correct answers to this question.

Response: Trigger Workflows Calculate Full-Time Equivalent Internal Job History Rules for Hire/Rehire**Question:**

Score 1 of 1

What do you use to create hierarchical structure between Foundation Objects?

Please choose the correct answer.

Response: Business Rules Associations Propagations Filter Criteria

Question:

Score 0 of 1

Where can you create associations?

There are 2 correct answers to this question.

Response:

- In the Corporate Data Model
- In the Configure Object Definitions tool
- In the Configure Business Rules tool
- In the Succession Data Model

Question:

Score 0 of 1

Which HR objects support import restrictions?

There are 3 correct answers for this question

Response:

- Compensation Information
- Personal Information
- Employment Details
- Job Information
- Job Relationships

Question:

Score 0 of 1

Which Foundation Objects are configured in the Corporate Data Model?

There are 3 correct answers to this question.

Response:

- Pay Range
- Event Reason
- Business Unit
- Location
- Cost Center

Question:

Score 0 of 1

When importing an employee data file, what happens if you leave fields of a template blank and attempt to full purge?

Please choose the correct answer.

Response:

Missing fields are added with blank values

Missing fields will get default values

The system gives you an error message.

All data will be erased for those fields

Question:

Score 0 of 1

Which import files are mandatory in order to create a new employee in SAP SuccessFactors Employee Central?

There are 3 correct answers to this question.

Response:

Job History

Personal Information

Biographical Information

Basic Import

Employment details

Question:

Score 1 of 1

Which Workflow Context identifies a Future Role?

Please choose the correct answer.

Response:

Target

Contributors

Source

Approver

Question:

Score 0 of 1

How do you enable Position Management?

There are 3 correct answers to this question.

Response:

- Enable Position Management in Provisioning
- Enable Generic Objects in Provisioning
- Add the Position field to the Succession Data Model
- Add the Position field to the Corporate Data Model
- Add the Position Object in the Corporate Data Model.

Question:

Score 0 of 1

Which events are NOT supported by event reason derivation?

There are 2 correct answers to this question.

Response:

- Termination
- Data change
- Transfer
- Hire

Question:

Score 0 of 1

What can you do with the Pivot Query Designer?

There are 2 correct answers to this question.

Response:

- You can calculate statistics, such as the average, variance and standard deviation.
- You can schedule the distribution of created tables and charts directly from the tool.
- You can create tables and charts.
- You can manipulate list report data.

Question:

Score 0 of 1

Your customer has legal entities that share locations. What type of association do you configure between the foundation objects (FO)?

Please choose the correct answer.

Response:

A ONE_TO_MANY association from the location FO to the legal entity FO

A MANY_TO_ONE association from the legal entity FO to the location FO

A ONE_TO_ONE association from the location FO to each legal entity FO

A ONE_TO_MANY association from the legal entity FO to the location FO

Question:

Score 0 of 1

When using Import Employee Data, what must you include in your import file for Employee Central data?

Please choose the correct answer.

Response:

All fields for the object

Business key fields

User ID field

Person ID field

Question:

Score 1 of 1

What are the two types of ways to access the add new employee page?

There are 2 correct answers to this question.

Response:

Using the org chart

Using the admin center

Using the upgrade center

Using the public profile

Question:

Score 0 of 1

A customer needs to have 5 levels in their Logical Organizational structure for their Employee Central implementation. How could you accomplish this?

There are 2 correct answers to this question.

Response:

Repurpose an object to represent the 5th level in the Corporate Data Model.

Create a new object to represent the 5th level in the Metadata Framework.

Repurpose the legal entity object to represent the 5th level in the Metadata Framework.

Create a custom field that would reference the 5th level in the Succession Data Model.

Question:

Score 0 of 1

Your company has two hiring processes: one for employees and one for contractors. How can you trigger different workflows for each of these hiring processes?

There are 2 correct answers to this question.

Response:

Create two hire event reasons.

Connect each workflow to each hire event reason.

Create two hire events.

Connect each workflow to each hire event.

Question:

Score 0 of 1

Which of the following is an example of MDF to XML Association?

Please choose the correct answer.

Response:

Pay Component to Legal Entity

Geo Zone to Location

Division to Business Unit

Legal Entity to Location

Question:

Score 0 of 1

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system?

There are 2 correct answers to this question.

Response:

Update the picklist file and use the Picklist Management tool to import the HR Representative.

Update the employee data file and use the Import Employee Data tool to import this file.

Use the Manage Mass Changes tool to select the Sales department and change the value in the HR Representative field.

Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population.

Question:

Score 0 of 1

What must be created before synchronizing position information and employment information?

Please choose the correct answer.

Response:

A new association in the Position generic (MDF) object

A new business rule in the Configure Business Rules tool.

A new job in the Manage Scheduled jobs tool

A new mapping in the HRIS Sync data model

Question:

Score 0 of 1

What value do you enter in the manager field when importing employee data?

Please choose the correct answer.

Response:

Manager's user ID

Manager's employee ID

Manager's e-mail address

Manager's user name

```
<label>Date Of Birth</label>
</hris-field>
<hris-field maxLength="128" id="birth-name" visibility="both" p1i="true">
  <label>Birth Name</label>
</hris-field>
<hris-field maxLength="100" id="country-of-birth" visibility="view">
  <label>Place Of Birth</label>
</hris-field>
<hris-field id="date-of-death" visibility="view">
  <label> Date of Death </label>
</hris-field>
</hris-element>
```

What field is masked in the portlet?

Please choose the correct answer.

Response:

Date of Death

Birth Name

Place of Birth

Person Id

Question:

Score 0 of 1

How would you create a workflow rule to trigger a rule when a promotion occurs?

Please choose the correct answer.

Response:

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event" value="8" compareToNew="true"/> </and> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event-reason" value="8" compareToNew="false"/> </and> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <or> <equal id="jobInfo.employment-type" inverse="false"/> <equal id="jobInfo.event-reason" value="8" compareToNew="true"/> </or> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.employment-type" value="20" compareToNew="false"/> <equal id="jobInfo.event-reason" value="8" compareToNew="true"/> </and> </conditions> </rule>

Question:

Score 1 of 1

Where can you create associations between two Generic Objects?

Please choose the correct answer.

Response:

In the Corporate Data Model

In the Manage Organization, Pay and Job Structure tool

In the Manage Data tool

 In the Configure Object Definitions tool**Question:**

Score 0 of 1

Which of the following actions can be triggered by a workflow rule?

There are 3 correct answers to this question.

Response: Update a field Send an e-mail

Generate an activity

 Create a notification Create a custom field**Question:**

Score 1 of 1

How is the event reason derived when a business rule is enabled for import?

Please choose the correct answer.

Response:

The event reason is derived using the catch all rule.

The onSave ERD rule overrides the event reason value indicated in the import file.

 The event reason indicated in the import overrides the onSave ERD rule.

The event reason must be selected manually.

Question:

Score 0 of 1

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

Please choose the correct answer.

Response:

Updating Job Information with the same effective date

Adding a new employee



Rehiring an inactive employee

Terminating an employee

Question:

Score 0 of 1

A business rule triggers a transfer event reason when an employee's legal entity is changed. Which base object would you use for this business rule?

Please choose the correct answer.

Response:

Employee Information Model



Job Information

Employee Information



Job Information Model

Question:

Score 0 of 1

As a best practice, the FTE field must be visible to the HR department and to managers. They should not be able to edit this field. How would you configure the FTE field in the system?

There are 2 correct answers to this question.

Response:

In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the job information actions.

In the Succession Data Model XML, set the FTE field visibility to "none".



In the Succession Data Model XML, set the FTE field visibility to "view".



In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the FTE field.

Question:

Score 0 of 1

How do the Talent Approval group and Finance Controller participate in the workflow illustrated in the attached screen shot?

Please choose the correct answer.

Workflow Contributor

* Contributor Type

Dynamic Group

No Selection

* Contributor

Talent Approval

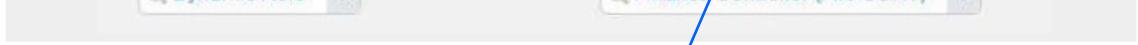
CC Role

* CC Role Type

Dynamic Role

* CC Role

Finance Controller (FIN-CONT)



Response:



- Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification when the workflow is completed.



- Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification when the workflow is completed.

- Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification after each approval step.

- Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification after each approval step.

Question:

Score 1 of 1

The e-mail domain of a company has changed and you need to update only this field for all employees. How do you perform this change?

Please choose the correct answer.

Response:

Prepare the Email Information import file for partial import and use the Full Purge mode.

Delete all columns, except EMAIL and USERID from the employee data CSV file.



Prepare the Email Information import file for partial import and use the Incremental Load mode.

Delete all cell contents except EMAIL and USERID from the employee data CSV file.

Question:

Score 0 of 1

Which fields must be enabled for the HRIS element payComponentNonRecurring?

There are 3 correct answers to this question.

Response:

- pay-component-code
- value
- is-target
- frequency
- pay-date

Question:

Score 1 of 1

Your customer wants to add three job classifications: Manager, Administrative Assistant and HR Representative. These classifications will be used in France, Germany, and the USA.**Where do you create these job classifications?**

Please choose the correct answer.

Response:

- In the Job Classification element in the Corporate Data Model
- In the Job Classification local element in the CSF Corporate Data Model
- In the Configure Object Definition tool
- In the Manage Organization, Pay and Job Structures tool

Question:

Score 0 of 1

How do you migrate to the role-based permission framework?

There are 3 correct answers to this question.

Response:

You have to migrate your configuration from the test system to your production system.

- You fill out a configuration workbook to help SuccessFactors understand the roles required by your company.
- SuccessFactors validate the configuration in the production system.
- You perform a user acceptance testing on the test system.
- SuccessFactors configures permissions in a test system for you.

Question:

Score 0 of 1

What must be created before synchronizing position information and employment information?

Please choose the correct answer.

Response:

- A new mapping in the HRIS Sync data model
- A new job in the Manage Scheduled jobs tool
- A new business rule in the Configure Business Rules tool.
- A new association in the Position generic (MDF) object

Question:

Score 0 of 1

What tools can you use to assign business rules?

There are 3 correct answers to this question.

Response:

- Manage Business Configuration
- Succession Data Model
- Configure Object Definitions
- Manage Data
- Configure Business Rules

Question:

Score 0 of 1

What rule event type do you use to have the legal entity field automatically filled in when opening Add New Employee?

Please choose the correct answer.

Response:

- onInit
- onView
- onSave
- onEdit

Question:

Score 1 of 1

How do you enable Position Management?

There are 3 correct answers to this question.

Response:

- Add the Position field to the Corporate Data Model
- Add the Position Object in the Corporate Data Model.
- Enable Generic Objects in Provisioning
- Add the Position field to the Succession Data Model
- Enable Position Management in Provisioning

Question:

Score 1 of 1

How do you set the current and future managers of an employee as approvers in a workflow?

There are 2 correct answers to this question.

Response:

- For future manager, set Context: Source
- For future manager, set Context: Target
- For current manager, set Context: Target
- For current manager, set Context: Source

Question:

Score 0 of 1

Your customer completed a Job Information portlet import. They realized that a field value was NOT correct for all employees. How can they fix this issue?

Please choose the correct answer.

Response:

- Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.
- Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.
- Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.
- Use the Import Employee data tool and select the Full Purge mode to perform a partial import.

Question:

Score 0 of 1

How do you control what fields can be seen on a Contingent Worker's employee file?

There are 2 correct answers to this question.

Response:

- Role Based Permissions
- Manage Business Configuration
- Configure People Profile
- Business Rules

Question:

Score 1 of 1

The Event Reason Derivation Business Rule scenario supports creating which type of business rule?

Please choose the correct answer.

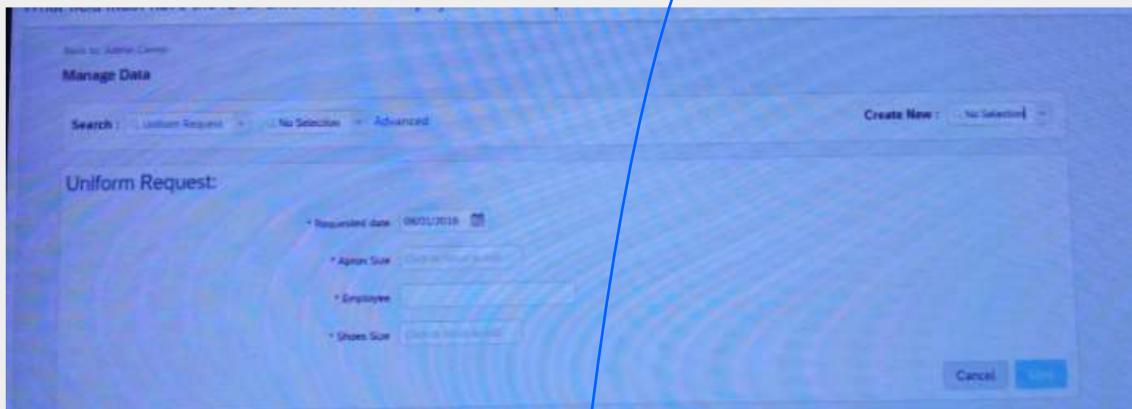
Response:

- OnPostSave
- OnEdit
- OnChange
- OnSave

Question:

Score 0 of 1

You create a Config UI based on the Uniform Request Custom Generic Object as shown in the screen shot. What field must have the ID of externalCode to display the UI in People Profile?
Please choose the correct answer.



Response:

Requested date

Shoes Size

Apron Size

Employee

Question:

Score 0 of 1

Your company is moving its headquarters to a new Legal Entity next month. You have already created the new Legal Entity record with next month's date.

Next you go to the existing headquarters location Record to associate the new Legal Entity but it does not display. What is the most likely reason?

Please choose the correct answer.

Response:

The effective start dates of the records are not compatible.

There is no way to create a future-dated Legal Entity.

You cannot edit the Headquarters record once it is created.

You did not properly save the new Legal Entity.

Question:

Score 0 of 1

Which of the following are requirements to build a Company Structure Overview with multiple objects?
There are 2 correct answers to this question.

Response:

- Objects must have a 'valid when' association
- Objects must be MDF Objects
- Objects must be XML-based Foundation Objects
- Objects must have a 'composite' association

Question:

Score 1 of 1

In which section in the Manage Permission Role tool will you set the visibility for the Date of Birth field in Biographical information?
Please choose the correct answer.

Response:

- Employee Central Effective Dated Entities
- Manage user
- Employee view
- Employee Data

Question:

Score 0 of 1

Foundation Tables are organized into _____ sections.
Please choose the correct answer.

Response:

- 3
- 2
- 4
- 5

Question:

Score 0 of 1

To map the Foundation Table: Legal Entity to the HR Data: Legal Entity, you would use:
Please choose the correct answer.

Response:

- <propagation-mapping foundation-field="legalEntity.externalCode" hrisfield=" jobInfo.legalEntity"/>
- <propagation-mapping foundation-field="Company.externalCode" hrisfield=" jobInfo.Company"/>
-  <propagation-mapping foundation-field="company.legalEntityID" hris-field="jobInfo.company"/>
-  <propagation-mapping foundation-field="company.externalCode" hris-field="jobInfo.company"/>

Question:

Score 0 of 1

To ensure that the Preferred Name field is always filled, you have created a rule to copy the First Name field to the Preferred Name field if the user leaves the Preferred Name field blank.

What changes do you make to the Succession Data Model to define the trigger rules?

Please choose the correct answer.

Response:

-  <hris-element id="personalInfo"> <label>Personal Information</label> <trigger-rule event="onSave" rule="CopyName"/>
- <hris-field id="preferred-name" visibility="both"> <label>Preferred Name</label> <trigger-rule event="onInit" rule="CopyName"/>
-  <hris-field id="first-name" visibility="both" required="true"> <label>Legal First Name</label> <trigger-rule event="onSave" rule="CopyName"/>
- <hris-element id="personalInfo"> <label>Personal Information</label> <trigger-rule event="onInit" rule="CopyName"/>

Question:

Score 0 of 1

Which methods to alter employee files trigger event reason derivation when editing the Job Information Portlet?

There are 2 correct answers to this question.

Response:

- History > Insert New Record on the portlet
-  Change Job and Compensation Information from the Take Action button
-  Edit (Pencil Icon) on the portlet
-  History > Edit on the portlet

Question:

Score 1 of 1

Your customer has asked you to build a generic object with a field that references a foundation object. What attribute must you configure to connect this field to the foundation object?
Please choose the correct answer.

Response:

Label

 Valid Values Source

Composite association

Destination Field Value

Question:

Score 0 of 1

Events are defined in

Please choose the correct answer.

Response: Picklists

Manager Pay, organization and Job structures

Employee files

 Data models**Question:**

Score 0 of 1

How does SAP recommend that you edit a Succession Data Model?

Please choose the correct answer

Response:

1. Open the latest version of your saved Succession Data Model.
2. Make your updates.
3. Import the model into provisioning.

1. Export the Succession Data Model.
2. Make your updates.
3. Import the model into the instance.

1. Export the Succession Data Model.
2. Make your updates.
3. Import the model into provisioning.

1. Open the latest version of your saved Succession Data Model.
2. Make your updates.
3. Import the model into the instance.

Question:

Score 0 of 1

When creating a parent-child association, which object do you reference as the destination object?
Please choose the correct answer.

Response: Parent Object MDF Object XML Object Child Object**Question:**

Score 0 of 1

What can you do in the Event picklist when configuring events and event reasons?
There are 3 correct answers to this question.

Response: Change the external_code of an event. Add a new event. Change the status. Add a new language translation. Change the labels.**Question:**

Score 0 of 1

Which of the following Destination Objects are referenced for Valid When and Composite associations?
There are 2 correct answers to this question.

Response: Valid When association – Higher level object Composite association – Child object Composite association – Parent object Valid When association – Lower level object

Question:

Score 0 of 1

What type of data can you manipulate in the Online Report Designer?

There are 2 correct answers to this question.

Response:

- Pivot queries
- List reports
- Ad hoc reports
- Standard reports

Question:

Score 0 of 1

What properties are available when using model base objects in business rules?

There are 3 correct answers to this question.

Response:

- Max-length
- Visibility
- Pii
- Previous Value
- Required

Question:

Score 0 of 1

A customer has foundation objects (FO) and MDF foundation objects (MDF FO) maintained in SAP SuccessFactors Employee Central and needs to configure field attributes such as 'visibility' and 'required'.**Which tools would you use to configure these qualities?**

There are 3 correct answers to this question.

Response:

- Configure Object Definitions
- Import/Export Country/Region-Specific Corporate Data Model
- Manage Business Configuration
- Import/Export Corporate Data Model
- Manage Organization, pay and job structures

Question:

Score 1 of 1

Which administration tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects?

There are 3 correct answers to this question.

Response:

- Configure Object Definitions
- Manage Organization, Pay and Job Structures
- Manage Business Configuration
- Import/Export Corporate Data Model
- Import/Export Country/Region-Specific Corporate Data Model

Question:

Score 0 of 1

Which configuration sections are available when a generic object definition is created using the Metadata Framework?

There are 3 correct answers to this question.

Response:

- Configuration UI
- Security
- Searchable Fields
- Associations
- Picklist Values

Question:

Score 0 of 1

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

Please choose the correct answer.

Response:

- Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- 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 NULL and set the THEN statement as blank.

Question:

Score 0 of 1

How do you enable a Company Structure Overview?

There are 3 correct answers to this question.

Response:

- Enable the feature in Manage Employee Central Settings
- Assign permissions to the company structure objects
- Configure the Company Structure Definition record
- Configure the new field in the Legal Entity records
- Add a field to the Legal Entity in Configure Object Definitions

Question:

Score 1 of

How can you assign a business role to a business user?

There are 2 correct answers to this question.

Response:

- Edit the access rights of the business user.
- Use the Employees and Users data migration template.
- Use the Mass Data Maintenance function for employees.
- Edit the fine tuning activity to add business roles.

Question:

Score 1 of 1

Which role based permissions needs to be configured for employees to enroll in global benefits?

There are 2 correct answers to this question.

Response:

- Manage benefits
- Manage Documents
- Employee Data
- Employee Views

Question:

Score 0 of 1

What tool do you use to add event reason rules and workflow rules to the job information portlet?
Please choose the correct answer.

Response:

- Manage Organization, Pay and Job structures
- Manage data
- Manage Configuration UI
- Manage Business Configuration

Question:

Score 0 of 1

Event Reason and Workflow Derivation have been set up for a customer. The customer is using the Mass Changes tool to move 1000 employees to another location, but they do NOT want the change to trigger a workflow?

How is this handled?

Please choose the correct answer.

Response:

- Deactivate the workflow referenced in the rule
- Set the Rule Context for Mass Changes to NO
- Set the Rule Context for Mass Changes to YES
- Deactivate the rule that would trigger the workflow

Question:

Score 0 of 1

What happens when you report a newly hired employee as a no-show?
Please choose the correct answer.

Response:

- The job Information record is deleted.
- The employee is moved back to Manage Pending Hire.
- The employee is deactivated in the system after 30 days from hire date.
- A new Job information record is created to deactivate the employee.

Question:

Score 1 of 1

Fields in the termination screen are configured in which object?

Please choose the correct answer.

Response:

Personal Information

 Employment Information

Compensation Information

Job Information

Question:

Score 0 of 1

Foundation Tables can be managed using these Admin Functions:

Please choose the correct answer.

Response: Manage Organiz Pay and Job Structure Manage Data

Import and Exportation Data

Import Foundation Data

A customer gets a larger business and they plan to limit the access of specified users to certain positions only. From the picture below, how do you restrict access to target populations?
There are 2 correct answers to this question.

Grant this role to...

2: Specify the target population whom the above granted users have permission to access. [Why](#)

Target population
 Everyone
 Target population of:
 Granted User's Department ▾
 None Selected

Exclude Granted User from having the permission access to him/herself.

3: Specify the target population for the other objects.
Position All Restrict target population to:

Include access to Position with the following criteria

Business Unit = Corporate Healthca

Parent Position = 1 level(s) down

Include access to Position in the Hierarchy below the Granted User's Position

Response:

You cannot restrict access to positions lower in the hierarchy than the granted user's position.

Use point 2 to grant users access either to every position in the business or to a specific target group of positions.

Use point 3 to grant users access either to every position in the business or to a specific target group of positions.

You can restrict access to positions lower in the hierarchy than the granted user's position.

Question:

Score 1 of 1

Which of the following elements can you configure in the country-specific Corporate Data Model?
There are 3 correct answers to this question.

Response:

- corporateAddress
- globalInfo
- jobClassLocal
- legalEntityLocal
- homeAddress

Question:

Score 0 of 1

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

There are 3 correct answers to this question.

Response:

- Update the condition and condition values of the association.
 - Create a composite association to the new generic object on Legal Entity.
 - Create a new generic object.
- Update the field criteria of the association.
- Create a composite association on the new generic object to Legal Entity.

Question:

Score 1 of 1

How are Country Specific Fields created for MDF Foundation Objects?
Please choose the correct answer.

Response:

- As a hris-element in the CSF for Corporate Data Model with a "valid when" association to the MDF Foundation Object
- As a Generic object with a "composite" association to the MDF Foundation Object
- As a Generic object with a "valid when" association to the MDF Foundation Object
- As a hris-element in the Corporate Data Model with a "composite" association to the MDF Foundation Object

Question:

Score 1 of 1

When Granting Manager Self Service role-based permissions for effective dated fields in Job Information, which permission gives the manager access to the Edit button in the history of their direct report's Job Information block?

Please choose the correct answer.

Response:

- Job Information Actions > Correct
- Job Information Actions > Edit/Insert
- Job Information Actions > View History
- Edit Link > Edit/Insert

Question:

Score 0 of 1

Which actions can you perform with the Import and Export Data tool?

There are 2 correct answers to this question.

Response:

- Employee Export
- Import Config
- Import Template
- Download Template

Your customer wants you to create a custom field in the Succession Data Model that allows employees to add their three letter ISO country code to their profile.

Which XML configuration correctly defines this field?

Please choose the correct answer.

Response:

<hris-field max-length="3" id="custom-long1" visibility="both" required="false" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>

<hris-field id="custom-long1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>



<hris-field id="custom-string1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>



<hris-field max-length="3" id="custom-string1" visibility="both" required="false" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>

Question:

Score 0 of 1

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows:

```
<hris-field max-length="256" id="custom-string5" visibility="both">  
  <label>Remote Worker?</label>  
  <picklist id="YESNO" />  
</hris-field>
```

You edit the Employment Information portlet of an existing employee file and the "Remote Worker?" field only displays No Selection in the drop down list. What is the most likely issue?

Please choose the correct answer.

Response:

The RBP permissions are incorrect

The field visibility attribute is incorrect.



The field datatype is incorrect



The picklist ID is incorrect.

Question:

Score 0 of 1

After submitting an employee data import file for validation, the customer received an email messages informing them that several errors were found.

In order to troubleshoot the issues with the data, what tool can the customer use to find the error log file?

Please choose the correct answer.

Response:

- Import Employee Data
- Monitor Job
- Export Extended User information
- Import and Export data

You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot is maintained.

Default Language: Deutsch (German) 

One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will tester see in the instance?

There are 3 correct answers to this question.

Response:

- If the system does NOT find the translation in simplified Chinese, it will show the translation maintained in German
- If the system does NOT find the translation in simplified Chinese or in German, it will show an error
- If the system finds the translation maintained in simplified Chinese, it will show that translation
- If the system does NOT find the translation in simplified Chinese, it will show the translation maintained in US English
- If the system does NOT find the translation in simplified Chinese or in German, it will show the translation maintained in US English.

Question:

Score 0 of 1

Your customer wants to set the default value of the "Is Full Time" field to "Yes" during the new hire process. What would be the base object of this rule?

Please choose the correct answer.

Response: Employee Information Job Information Personal Information Employment Details**Question:**

Score 0 of 1

You need to create a one to many association from Location to Legal Entity. You also need to configure filtering of the location file based on the company field in the Job Information Portlet.

What do you need to add to the data models?

Please choose the correct answer.

Response: <association> as part of <hris-element id="location"> <field-criteria> as part of <hris-field="location"> <field-criteria> as part of <hris-field="jobInfo"> <association> as part of <hris-element id="jobInfo">**Question:**

Score 0 of 1

How do you configure alert recipients?

Please choose the correct answer.

Response: Recipients are configured as workflow contributors. Recipients are configured within the EC Alert Business Rule. Recipients are configured in Manage Data. Recipients are configured as workflow approvers.

Question:

Score 0 of 1

How do you provide user access to reports?

There are 2 correct answers to this question.

Response:

- Assign reports to employees.
- Assign reports to business users.
- Assign reports to dashboards.
- Assign reports to work center views.

Question:

Score 0 of 1

Which HRIS elements share the same People Profile block?

There are 2 correct answers to this question.

Response:

- personInfo and globalInfo
- personalInfo and globalInfo
- jobInfo and organizationInfo
- compInfo and payComponentRecurring

Question:

Score 1 of 1

What data model do you use to set up a National ID display format?

Please choose the correct answer.

Response:

- Country-specific Corporate Data Model
- Country-specific Succession Data Model
- Succession Data Model
- Corporate Data Model

Question:

Score 0 of 1

How do you define Event Reasons as country specific?

There are 3 correct answers to this question.

Response:

Create an association with the Destination Object with Event Reason Wrapper with Type Valid When

Add the Event Reason to Country records as per your requirements in Manage Data Tool

Create an association with the Destination Object Event Reason Wrapper with Type Composite

Make a correction to the definition of the Country object

Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns

Question:

Score 0 of 1

How is a country-specific field created for MDF foundation objects?

Please choose the correct answer.

Response:

As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object

As a generic object with a composite association to the MDF foundation object

As an HRIS element in the CSF for Corporate Data Model with a valid when association to the MDF foundation object

As a generic object with a valid when association to the MDF foundation object

Question:

Score 0 of 1

The Escalation shown below is configured in your client's instance. This Escalation is referenced in the Job Change Workflow. The Job Change Workflow is triggered for an employee and the workflow has stalled.

In what scenario will the Human Resources manager receive an escalation notification if the Manager does not take action after 2 days?

Please choose the correct answer.

Escalation: OrgChange Escalation (OrgChange Escalation)

	escalationName	code	
	OrgChange Escalation	OrgChange Escalation	

steps

stepNumber	escalationRouteFrom	targetValue	escalationAfterDays
1	Current Approver	Manager	2
2	Original Approver	Manager Manager	3
3	Subject Employee	HR	5

Response:

The Manager's Manager does not take any action for the next 3 days

The Manager revokes the escalation

The Manager's Manager does not take any action for the next 1 day

The Manager's Manager declines the escalation

Question:

Score 0 of 1

A local Job Information field must be added. Where do you add a field that pertains to a country NOT yet configured in the data model?

Please choose the correct answer.

Response:

Country/Region object definition

Succession Data Model

Country-specific Succession Data Model

Country-specific Corporate Data Model

Question:

Score 1 of 1

When creating a parent-child association, which object do you reference as the destination object?
Please choose the correct answer.

Response: XML Object MDF Object Child Object Parent Object**Question:**

Score 0 of 1

In which section in the Manage Permission Role tool will you set the visibility for the Date of Birth field in Biographical information?
Please choose the correct answer.

Response: Manage user Employee Central Effective Dated Entities Employee view Employee Data**Question:**

Score 0 of 1

What is Generic Object FO translation used for in Employee Central?
Please choose the correct answer.

Response: To translate MDF FO records To translate any Generic Object records in the instance To translate records for FOs that are defined in the Corporate Data Model To translate records for FOs that are defined in the Corporate Data Model and MDF FO records

Question:

Score 1 of 1

What is the best definition for self-service?

Please choose the correct answer.

Response:

A feature that allows employees to change information in the system.

A feature that allows employees to inform their HR Representative of errors in the system.



A feature that allows employees to initiate or complete personal data changes without HR assistance.

A feature that allows managers to initiate changes on behalf of their employees without HR assistance.

Question:

Score 1 of 1

What is the purpose of the Fine Tuning activity during business configuration?

Please choose the correct answer.

Response:

To adjust the list of values for all standard and custom fields based on the scoping decisions

To adjust the access rights for business users in the system

To apply scoping changes to implement modules within SAP Cloud for Customer



To check and adjust the predefined settings to meet customer requirements

Question:

Score 1 of 1

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows:

```
<hris-field max-length="256" id="custom-string5" visibility="both">
  <label>Remote Worker?</label>
  <picklist id="YESNO" />
</hris-field>
```

You edit the Employment Information portlet of an existing employee file and the "Remote Worker?" field only displays No Selection in the drop down list. What is the most likely issue?

Please choose the correct answer.

Response:

The field visibility attribute is incorrect.

The field datatype is incorrect



The picklist ID is incorrect.

The RBP permissions are incorrect

Question:

Score 0 of 1

Which of the following portlets use effective dating?

There are 2 correct answers to this question.

Response:

- Personal Information
- Employment Details
- Contact Information
- Job Information

Question:

Score 1 of 1

You have a requirement to trigger workflows when importing data for jobInfo portlet. In order to configure this in the Role-Based Permissions, you navigate to Admin Center --> Manage Permission Roles --> Permissions.**Where will you set this permission?**

Please choose the correct answer.

Response:

- Administrator Permissions --> Manage Workflows
- Administrator Permissions --> Employee Central Import Settings
- User Permissions --> Employee Central Effective Dated Entities
- User Permissions --> Employee Central Import Entities

Question:

Score 1 of 1

What field of the country-specific element Corporate Address is required in the Corporate Data Model?
Please choose the correct answer.**Response:**

- Country
- Address1
- City
- Location

Question:

Score 0 of 1

A customer has proposed to implement position management to keep track of the position. How do you define the permissions in Position Management?

There are 2 correct answers to this question.

Response:

Assign Authorization for Position Organization Chart and Position Management Settings

Set up Authorizations for the employee related objects



For users to be able to display the position organization chart, you must assign the Manage user data permission to that user's role.



Assign Permissions for Position Field

Question:

Score 0 of 1

Which section in permissions would you navigate to provide access to the "My Processes" user interface?

Please choose the correct answer

Response:

Payroll System Assignment



SAP System Configuration



Payroll Control Center Configuration

General User Permission

Question:

Score 0 of 1

Which object requires entity type to be configured in HRIS sync mapping?

Please choose the correct answer.

Response:

phoneInfo

compInfo

jobInfo



personInfo

Question:

Score 1 of 1

Foundation Tables are categorized into which of the following?

Please choose the correct answer.

Response:

Pay, Organization, People Structures

Organization, Job Information, Pay Structures

Legal Entity, Business Unit, Division

 Pay, Job, Organization Structures**Question:**

Score 0 of 1

What distinguishes a one-to-many association from a one-to-one association in the user interface?

There are 2 correct answers to this question.

Response: A one-to-many association displays as a separate section in the foundation record.

A one-to-one association displays as a separate section in the foundation record.

 A one-to-one association displays as a field in the foundation record.

A one-to-many association displays as a field in the foundation record.

Question:

Score 0 of 1

Which tools can you use to assign Business rules?

There are 3 correct answers to this question.

Response: Manage Business Configuration Configure Business Rules Configure Object Definitions

Manage Data

 Succession Data Model

Question:

Score 0 of 1

Where can you create associations?

There are 2 correct answers to this question.

Response: In the Configure Business Rules tool In the Configure Object Definitions tool In the Corporate Data Model In the Succession Data Model**Question:**

Score 0 of 1

Your customer wants to create multiple custom event reasons with corresponding employee status.**Which tools do you use to configure the event reasons?**

There are 2 correct answers to this question.

Response: Employee Files --> Manage Organization, Pay and Job Structures Employee Files --> Import and Export Data Employee Files --> Files Import Foundation Data Employee Files --> Manage Mass Changes for Metadata Objects**Question:**

Score 0 of 1

Which action in the THEN statement is used for Propagation?

Please choose the correct answer.

Response: Raise Create Execute Set

Question:

Score 0 of 1

To map the Foundation Table: Legal Entity to the HR Data: Legal Entity, you would use:

Please choose the correct answer.

Response: <propagation-mapping foundation-field="Company.externalCode" hrisfield=" jobInfo.Company"/> <propagation-mapping foundation-field="legalEntity.externalCode" hrisfield=" jobInfo.legalEntity"/> <propagation-mapping foundation-field="company.externalCode" hris-field="jobInfo.company"/> <propagation-mapping foundation-field="company.legalEntityID" hris-field="jobInfo.company"/>**Question:**

Score 1 of 1

When using Import Employee Data, what must you include in your import file for Employee Central data?

Please choose the correct answer.

Response: All fields for the object Business key fields User ID field Person ID field**Question:**

Score 0 of 1

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

There are 2 correct answers to this question.

Response: Valid When association – Higher level object Valid When association – Lower level object Composite association – Parent object Composite association – Child object

Question:

Score 1 of 1

What is the effect of the business rule shown in the screenshot?

Please choose the correct answer.

```
if Compensation Information Model.AnnualizedSalary.Previous Value == Compensation Information Model.AnnualizedSalary.Value
    then Set Compensation Information Model.Event Reason.Value to be equal to Value Salary Increase (PAYMER)
else if Compensation Information Model.AnnualizedSalary.Previous Value < Compensation Information Model.AnnualizedSalary.Value
    then Set Compensation Information Model.Event Reason.Value to be equal to Value Merit - No Increase (PAYMEZ)
else
    Set Compensation Information Model.Event Reason.Value to be equal to Value Data Change (DATAchg)
```

Response:

If there is no change in the annual salary of an employee, set the event reason as PAYMER.
If there is decrease in the annual salary of an employee, set the event reason as DATAchg.
If there is an increase in the annual salary of an employee, set the event reason as PAYMER.

If there is no change in the annual salary of an employee, set the event reason as PAYMER.
If there is decrease in the annual salary of an employee, set the event reason as DATAchg.
If there is an increase in the annual salary of an employee, set the event reason as PAYMEZ.

✓ If there is no change in the annual salary of an employee, set the event reason as DATAchg.
If there is decrease in the annual salary of an employee, set the event reason as PAYMEZ.
If there is an increase in the annual salary of an employee, set the event reason as PAYMER.

If there is no change in the annual salary of an employee, set the event reason as PAYMEZ.
If there is decrease in the annual salary of an employee, set the event reason as PAYMER.
If there is an increase in the annual salary of an employee, set the event reason as DATAchg.

Question:

Score 0 of 1

Which field would commonly be included in a position record that would NOT be included in a job classification record?

Please choose the correct answers.

Response:

- Pay Grade
- Business Unit
- Division
- Job Title

Question:

Score 1 of 1

What field of the country-specific Corporate Address element is required in the Corporate Data Model?
Please choose the correct answer.

Response:

City

Address1

Location

 Country**Question:**

Score 0 of 1

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

What happens to the workflows triggered by both transactions?

Please choose the correct answer.

Response:

The system will reject both workflows.

The workflow triggered by the second transaction will override the request of the first transaction.

 The system will allow both workflows to continue. The workflow triggered by the first transaction will override the request of the second transaction.**Question:**

Score 1 of 1

Which of the following fields are Time Off fields in the employee's job information?
There are 2 correct answers to this question.

Response: Work Schedule Holiday Calendar

Standard Hours

Is Full Time Employee

Question:

Score 0 of 1

Which configuration sections are available when a generic object definition is created using the Metadata Framework?

There are 3 correct answers to this question.

Response:

- Security
- Associations
- Configuration UI
- Searchable Fields
- Picklist Values

Question:

Score 1 of 1

Where do you set up concurrent employment for an employee?

Please choose the correct answer.

Response:

- Change Job and Compensation Information
- Add Employment Details
- Change Job Relationships
- Employment Information

Question:

Score 0 of 1

Foundation Tables can be managed using these Admin Functions:

Please choose the correct answer.

Response:

- Manage Organiz Pay and Job Structure
- Manage Data
- Import Foundation Data
- Import and Exportation Data

Question:

Score 0 of 1

What picklist feature is only available for generic object picklists?

Please choose the correct answer.

Response:

Exporting

 Language translation

Ordering

 Effective dating**Question:**

Score 0 of 1

Which of the following list of events can trigger retroactive accounting?

There are 3 correct answers to this question.

Response:

Update to employee contact information

 Past Salary Increase Time sheet data entered in the system Hiring**Question:**

Score 0 of 1

In which of the following scenarios will you use the Rule Event Type onChange?

Please choose the correct answer.

Response: Business Rule is triggered when a field value is changed

Business Rule is triggered when a portlet is loaded

 Business Rule is triggered when a portlet is saved

Business Rule is triggered when a change to Job Information record is saved

Question:

Score 0 of 1

When you enter the holiday calendar, work schedule, and time profile in an employee's job information

There are 2 correct answers to this question.

Response:

- The objects can either all be global or all be specific to one country, but not a mixture of global and specific to one country.
- Country-specific objects must all relate to one country, however you can't combine countries.
- Country-specific objects must all relate to one country, and you can combine countries.
- The objects can either all be global or all be specific to one country, or a mixture of global and specific to one country.

Question:

Score 1 of 1

Which tools can you use to create super administrator?

There are 2 correct answers to this question.

Response:

- Company Info
- Provisioning company settings
- Manage Role based permission access
- Manage permission roles

Question:

Score 1 of 1

A customer has scheduled an HRIS sync job to run every Friday. Which includes mapping of job titles? On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

Please choose the correct answer.

Response:

- Friday, when the sync job completes
- Tuesday, the day the transaction is entered
- Thursday, when the change becomes effective
- Saturday, the day after the sync Job completes

Question:

Score 0 of 1

Which are possible file formats used in Ad Hoc Report?

Please select all the correct answers that apply.

Response:

- PPT
- CSV
- Excel
- PDF

Question:

Score 0 of 1

What tools can you use to update an MDF picklist value translation that was just imported in the system?

There are 2 correct answers to this question.

Response:

- Picklists Management
- Import and Export data
- Manage Data
- Configure Object Definitions

Question:

Score 1 of 1

You need to define time account types for time types that have a balance that needs to be checked. So, for time types where you want to have a check against a balance you normally need to:

There are 2 correct answers to this question.

Response:

Define a rule governing how the accruals should be calculated, and assign it to a work schedule type.

Configure a time account type to suit your needs and assign it to a work schedule type.

- Define a rule governing how the accruals should be calculated, and assign it to a time account type.
- Configure a time account type to suit your needs and assign it to a time account type.

Question:

Score 1 of 1

What reporting tools could you use to validate the job information imported for employees?

There are 2 correct answers to this question.

Response:

- Ad hoc reports
- List view reports
- Spreadsheet reports
- Online Report Designer

Question:

Score 0 of 1

How can you configure event reason derivation rules to improve performance?

Please choose the correct answer.

Response:

- Configure the Rule Context for edit UI.
- Configure the rule Event Type to onChange.
- Configure the Rule Context for hire UI.
- Configure the rule Event Type to onInit.

Question:

Score 0 of 1

In which ways can you modify a configuration user interface (UI) for a generic object?

There are 3 correct answers to this question.

Response:

- Add new fields.
- Add picklists.
- Change object names.
- Change the location of fields.
- Change field data types.

Question:

Score 0 of 1

A customer has decided they will NOT use the standard weekly hours field on the Foundation Object Legal Entity in their implementation.

What is the SAP SuccessFactors recommendation to configure this field?

Please choose the correct answer.

Response:

Set the status of the field to inactive

Delete the field from the list of fields

Set the visibility of the field to none

Delete the association to the field

Question:

Score 0 of 1

How do you enable a Company Structure Overview?

There are 3 correct answers to this question.

Response:

Add a field to the Legal Entity in Configure Object Definitions

Enable the feature in Manage Employee Central Settings

Configure the new field in the Legal Entity records

Assign permissions to the company structure objects

Configure the Company Structure Definition record

Question:

Score 0 of 1

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers?

There are 3 correct answers to this question.

Response:

Once generated, you CANNOT change a User-ID.

A user can have multiple User-IDs.

A user can have only one Person-id External.

A user can have only one User-ID.

Once generated, you CANNOT change a Person-id External.

Question:

Score 1 of 1

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.

```
<hris-field maxLength="256" id="custom-string5" visibility="both">
<label>Remote Worker?</label>
<picklist id="YESNO" />
</hris-field>
```

You access the employee file and the field is not visible. What is the most likely issue?

Please choose the correct answer.

Response:

The RBP permissions are incorrect

The picklist syntax is incorrect

The field visibility attribute is incorrect.

The picklist ID is incorrect.

Question:

Score 1 of 1

Your customer wants Foundation Object data to be translated. You provide the customer with the FoTranslation_MDFExport file to begin the translation process (as shown in the attached screenshot).

Which column in the export file must you complete?

Please choose the correct answer.

A	B	C	D	E
externalCode	foObjectID	foType	foField	value.en_US
externalCode	foObjectID	foType	foField	US English

Response:

foType

externalCode

foField

value

Question:

Score 0 of 1

You need to add custom Country Specific Fields that appear in the Personal Information Portlet. How do you add the fields?

There are 2 correct answers to this question.

Response:

- Upload the CSF for Corporate Data Model in Provisioning
- Add the custom fields to the hris-element globalInfo
- Upload the CSF for Succession Data Model in Provisioning
- Add the custom to the hris-element personalInfo

Question:

Score 0 of 1

What properties are available when using model base objects in business rules?

There are 3 correct answers to this question.

Response:

- Required
- Visibility
- Max-length
- Previous Value
- Pii

Question:

Score 0 of 1

Your customer wants to add three job classifications: Manager, Administrative Assistant and HR Representative. These classifications will be used in France, Germany, and the USA.

Where do you create these job classifications?

Please choose the correct answer.

Response:

- In the Configure Object Definition tool
- In the Manage Organization, Pay and Job Structures tool
- In the Job Classification local element in the CSF Corporate Data Model
- In the Job Classification element in the Corporate Data Model

Question:

Score 0 of 1

What can you use to export foundation data from the system?

There are 3 correct answers to this question.

Response:

- Online report designer
- APIs
- Ad hoc reports
- Aggregate export
- Manage organization, pay, and job structures

Question:

Score 1 of 1

You create a new Division record for an engineering division that will be starting next month. You also identify a person as the Head of the division.**When you access the Division Head's job information via History > Edit, the new division does not appear in the drop down list of divisions.****Why does it NOT appear?**

Please choose the correct answer.

Response:

The propagation is incorrectly configured

- The Division record is NOT active at the start of the Division Head's job information record
- The MDF Picklist to Legacy Picklist Map record is NOT created
- The HRIS-sync jobs has NOT run yet

Question:

Score 0 of 1

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

Please choose the correct answer.

Response:

- Configure Object Definition
- Manage Data
- HRIS Propagation XML file
- Corporate Data Model

Question:

Score 0 of 1

What base object would you use in a business rule that triggers a workflow when an employee transfer occurs?

Please choose the correct answer.

Response:

Employee Information Model

Employee Information

Job Information Model

Job Information

Question:

Score 0 of 1

What must be created before synchronizing position information and employment information?

Please choose the correct answer.

Response:

A new job in the Manage Scheduled jobs tool

A new business rule in the Configure Business Rules tool.

A new association in the Position generic (MDF) object

A new mapping in the HRIS Sync data model

Question:

Score 0 of 1

Which item is not part of the Home Page?

Please choose the correct answer.

Response:

My Info

My Admin Favorites

My Employee Files

To Do

Question:

Score 0 of 1

What actions can you take within the Manage Business Configuration tool?

There are 3 correct answers to this question.

Response:

- Change the label of a field.
- Change the visibility of a field to read-only.
- Add a custom portlet to the employee files.
- Create a new picklist.
- Add a custom field to the employee files.

Question:

Score 0 of 1

You are importing the job history (job information) for an employee. You receive an error message that the specified manager does not exist.**You check the system and confirm the manager does exist in the system. What is wrong?**

Please choose the correct answer.

Response:

- The manager's hire date is before the import start date
- The manager's hire date is after the import start date
- The manager is in a different location
- The manager is in a different legal entity

Question:

Score 0 of 1

How do you align position records to reflect associations built between Division and Department?

Please choose the correct answer.

Response:

- Create filter criteria in the position org chart
- Create a sync job to copy data from Job Info to the position record
- Create filter criteria in the position object
- Create a sync job to copy data from the position record to Job Info

Question:

Score 1 of 1

In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Information field value is keyed in for an employee.

How will you achieve this?

There are 3 correct answers to this question.

Response:

- Create a business rule with Job Classification as the base object
- Create a business rule to propagate fields from the Job classification object to the pay grade field.
- Create a business rule with the base object Job Information
- Add an onChange rule trigger to the job-code hris-field in the Succession Data Model
- Add an onSave rule trigger to the jobinfo hris-element in the Succession Data Model.

Question:

Score 0 of 1

How can you assign a business role to a business user?

There are 2 correct answers to this question.

Response:

- Edit the fine tuning activity to add business roles.
- Edit the access rights of the business user.
- Use the Employees and Users data migration template.
- Use the Mass Data Maintenance function for employees.

Question:

Score 0 of 1

Your customer reports that every employee's compa ratio, stored under Compensation Information, is incorrect. Which foundation object should you review first with the customer to verify the data?

Please choose the correct answer.

Response:

- Pay range
- Pay component group
- Pay component
- Pay grade

A customer needs a generic (MDF) object to track employee membership to external organizations. For this purpose, you are creating the following fields:

1. Employee Name (Selected from the list of active employees)
2. Department (Selected from the existing departments in the company)
3. Organization Name
4. Membership Date

Which data types does SAP SuccessFactors recommend for these fields?

Please choose the correct answer.

Response:

- 1. Data Source
- 2. Picklist
- 3. String
- 4. Date

- 1. User
- 2. Generic Object
- 3. String
- 4. Date

- 1. User
- 2. Picklist
- 3. String
- 4. Date

- 1. User
- 2. Foundation Object
- 3. Picklist
- 4. Date

Question:

Score 0 of 1

Where can you apply rule contexts?

There are 2 correct answers to this question.

Response:

onChange rules

onInit rules

onView rules

onSave rules

Question:

Score 1 of 1

A label for one field in Job Info element is NOT translated, while all other field labels are translated.
An employee has selected the German language in their system.

What happens when this employee views the untranslated field?

Please choose the correct answer.

Response:

The employee will see the field with a blank label.

The employee will see the default label.

The employee will NOT see the field.

The employee will see an error message.

Why would you include the rule shown in the attached screen shot in the Event Reason Rules data model?

Please choose the correct answer.

```
<rule id="rule-1">
    <trueoutput>EVENT_REASON</trueoutput>
    <conditions>
        <or>
            </or>
    </conditions>
</rule>
```

Response:



To record an event reason for any change made to the employee's job information

To prevent rules placed before this rule in the model from triggering



To allow other rules placed after this rule in the model to trigger

To record an event reason when adding a new employee

Question:

Score 1 of 1

Which of the following is not an Incremental load type?

Please choose the correct answer.

Response:

Purge

Insert

Correct

Append

Question:

Score 0 of 1

Your customer has asked you to build a generic object with a field that references a foundation object.

What attribute must you configure to connect this field to the foundation object?

Please choose the correct answer.

Response:

Destination Field Value

Label

Valid Values Source

Composite association

Question:

Score 0 of 1

An employee is being transferred to a new location. The reporting structure for this employee is changing. The future manager is an approver of this employee's transfer workflow.

The future manager can update the transaction. What do you need to configure?

Please choose the correct answer.

Response:

Approver Type = Dynamic Group
 Approver Role = Employee Manager
 Edit Transaction = Edit with Route Change
Context = Source

Approver Type = Dynamic Group
Approver Role = Employee Manager
Edit Transaction = No Edit
Context = Target

Approver Type = Role
Approver Role = Employee Manager
Edit Transaction = Edit with Route Change
Context = Source

Approver Type = Role
 Approver Role = Employee Manager
Edit Transaction = Edit with Route Change
Context = Target

Question:

Score 1 of 1

The e-mail domain of a company has changed and you need to update only this field for all employees. How do you perform this change?

Please choose the correct answer.

Response:

Delete all columns, except EMAIL and USERID from the employee data CSV file.

Delete all cell contents except EMAIL and USERID from the employee data CSV file.

Prepare the Email Information import file for partial import and use the Incremental Load mode.

Prepare the Email Information import file for partial import and use the Full Purge mode.

Question:

Score 0 of 1

What is the correct sequence in which to load the employee data files into SAP SuccessFactors Employee Central?

Please choose the correct answer.

Response:

- 1. Biographical Information Import
- 2. Employment details import
- 3. Job history import
- 4. Basic Import

- 1. Basic Import
- 2. Biographical Information Import
- 3. Employment details import
- 4. Job History import

- 1. Biographical Information Import
- 2. Employment details import
- 3. Basic Import
- 4. Job history import

- 1. Basic Import
- 2. Biographical Information Import
- 3. Job history import
- 4. Employment details import

Question:

Score 0 of 1

A manager changes an employee's division, job classification, and cost center. The manager then submits the request and an event reason is triggered.

As shown in the attached screen shot, what event reason ID does the system select?

Please choose the correct answer.

```
<ruleset version="1.0">
    <rule id="rule-1">
        <trueoutput>EVENT_REASON1</trueoutput>
        <conditions>
            <and>
                <equal id="jobInfo.pay-grade" inverse="true"/>
                <equal id="jobInfo.division" inverse="true"/>
            </and>
        </conditions>
    </rule>
    <rule id="rule-2">
        <trueoutput>EVENT_REASON2</trueoutput>
        <conditions>
            <and>
                <equal id="jobInfo.job-code" inverse="true"/>
                <equal id="jobInfo.cost-center" inverse="true"/>
            </and>
        </conditions>
    </rule>
    <rule id="rule-3">
```

```
</rule>
<rule id="rule-4">
    <trueoutput>EVENT_REASON4</trueoutput>
    <conditions>
        <and>
            <equal id="jobInfo.job-code" inverse="true"/>
            <equal id="jobInfo.cost-center" inverse="true"/>
            <equal id="jobInfo.division" inverse="true"/>
        </and>
    </conditions>
</rule>
</ruleset>
```

Response:

- EVENT_REASON2
- EVENT_REASON1
- EVENT_REASON4
- EVENT_REASON3

Question:

Score 0 of 1

In which of the following scenarios will you use the Rule Event Type onChange?
Please choose the correct answer.

Response:

- Business Rule is triggered when a change to Job Information record is saved
- Business Rule is triggered when a portlet is loaded
- Business Rule is triggered when a portlet is saved
- Business Rule is triggered when a field value is changed

Question:

Score 0 of 1

You need to set up a new warning message that will appear when an employee modifies their marital status in their employee data. How would you set up this rule?

There are 2 correct answers to this question.

Response:

- Create a message definition under Manage Data.
- Assign the rule to the appropriate field in the metadata framework (MDF) object.
- Create a message definition under Manage Organization, Pay, and Job Structures.
- Assign the rule to the appropriate field in the Succession Data Model.

Question:

Score 0 of 1

Which of the following are features of picklists created in the Picklist center?

There are 2 correct answers to this question

Response:

- PICKLISTS are used for Generic objects.
- Order of the values is set globally for all picklists
- Unused values in a picklist can be marked as a OBSOLETED
- PICKLISTS are effectively dated.

Question:

Score 0 of 1

Where do you configure the fields in a dynamic role?

Please choose the correct answer.

Response:

- In the Succession Data Model
- In the Event Reason Derivation data model
- In the Corporate Data Model
- In the country-specific Corporate Data Model

Question:

Score 0 of 1

How do you add a new rule type to be used in the Rules Engine?

Please choose the correct answer.

Response:

Use the Manage Data tool to create a new rule type.

Use the Configure Object Definitions tool to insert a new value in the rule type picklist.



Use the Configure Object Definitions tool to add a rule type as a new object definition.



Use the Configure Business Rules tool to create a new rule type.

Question:

Score 0 of 1

Only the HR department in Germany should be able to access German employee data. However, the HR departments in other countries can currently access the German employee data.

What are the possible reasons for this issue?

There are 2 correct answers to this question.

Response:

The field permissions for Germany are incorrect.



The Target Population is configured incorrectly.

The HR field for the German employees is incorrect.



The Permission Group is configured incorrectly.

Question:

Score 1 of 1

You need to define time account types for time types that have a balance that needs to be checked. So, for time types where you want to have a check against a balance you normally need to:

There are 2 correct answers to this question.

Response:

Define a rule governing how the accruals should be calculated, and assign it to a time account type.

Configure a time account type to suit your needs and assign it to a work schedule type.

Define a rule governing how the accruals should be calculated, and assign it to a work schedule type.



Configure a time account type to suit your needs and assign it to a time account type.

Question:

Score 0 of 1

What tags are supported in Alert Messages?

There are 2 correct answers to this question.

Response:

- [[SUBJECT_USER]]
- [[EVENT_REASON]]
- [[HRIS_ELEMENT]]
- [[RECIPIENT_NAME]]

Question:

Score 1 of 1

A business rule triggers a merit increase event reason when the base salary amount is increased.**What base object would you use for this business rule?**

Please choose the correct answer.

Response:

- Employee Information
- Compensation Information Model
- Compensation Information
- Employee Information Model

Question:

Score 0 of 1

You have imported all employee files and find that the base pay rate for one of the employees is NOT displayed under Compensation Information. What could cause this issue?

There are 3 correct answers to this question.

Response:

- The Pay Component Recurring Import does NOT include a record for the employee.
- The Pay Component Recurring Import has the wrong sequence number.
- Pay rate information is missing from the Compensation Information Import.
- The Pay Component Non Recurring Import does NOT include a record for the employee.
- The data from the Compensation Information Import does NOT have the same effective date as the data from the Pay Component Recurring Import.

Question:

Score 0 of 1

What is the purpose of SuccessFactor's Application Programming Interface (SF API)?
Please choose the correct answer.

Response:

Maps and transfers extracted data from SuccessFactors' Employee Central to internal products.

Maps and transfers extracted data from SuccessFactors' products to external products.

Allows data to be extracted from SuccessFactors' products and used in external products.

Allows data to be extracted from SuccessFactors' Employee Central and used for internal products.

Question:

Score 0 of 1

What Time Off feature defines the available time types for a user?

Please choose the correct answer.

Response:

Time account eligibility status

Time account type

Time profile

Work schedule

Question:

Score 1 of 1

What can you use to export foundation data from the system?

There are 3 correct answers to this question.

Response:

Ad hoc reports

Manage organization, pay, and job structures

Aggregate export

APIs

Online report designer

Question:

Score 0 of 1

A customer wants to create a custom field as part of the employment data. How do you fulfill requirement?

Please choose the correct answer.

Response:

- 1. Create the new field in the Succession Data Model.
 - 2. Import the updated XML file using provisioning.
 - 3. Set permissions for the field in role-based permissions.
-
- 1. Create the new field in the Succession Data Model.
 - 2. Import the XML file using provisioning.
 - 3. Set the visibility attribute of the custom field in configure employee files.
-
- 1. Create a new HRIS element and a custom field
 - 2. Import the XML file using provisioning.
 - 3. Set permissions for the new element and field using role-based permissions.
-
- 1. Create the new field in the Corporate Data Model.
 - 2. Import the updated XML file using provisioning.
 - 3. Set the visibility of the field to "both" using role-based permissions.

Question:

Score 1 of 1

Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping?

Please choose the correct answer.

```
<propagate foundation-element-id="location">
    <field id="standardHours">
        <destination hris-element-id="jobInfo" field-id="standard-hours"/>
    </field>
</propagate>
```

Response:

- <propagation-mapping foundation-field="location.standardHours" hris-field="jobInfo.externalCode" />
- <propagation-mapping foundation-field="location.standardHours" hris-field="jobInfo.location" />
- <propagation-mapping foundation-field="location.externalCode" hris-field="jobInfo.externalCode" />
- <propagation-mapping foundation-field="location.externalCode" hris-field="jobInfo.location" />

Question:

Score 0 of 1

On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?
Please choose the correct answer.

Response: Above all onSave rules Below all onSave rules Below all onChange rules Above all onChange rules**Question:**

Score 1 of 1

Which of the below define the rules for period-end processing?

There are 3 correct answers to this question.

Response: Any remaining balance is carried forward from the old account to the new one. At the end of the period, all balances are set to 1. At the end of the period, all balances are set to 1. At the end of the period, all balances are set to 0. The remaining balance is carried forward, but only up to a certain limit.**Question:**

Score 0 of 1

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

Please choose the correct answer.

Response: Go to <hris-element="jobInfo"> then add dg-filter="true" Go to <dg-filters> then add cost-center Go to <hris-field id="cost-center"> then add filter="true" Go to <custom-filters> then add cost-center

Question:

Score 0 of 1

Which objects are supported in cross-entity business rules?

There are 2 correct answers to this question.

Response:

- Job Information
- Personal Information
- Work Permit Information
- Pay Component Recurring

Question:

Score 0 of 1

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.**What steps would you take to complete their requirement?**

There are 2 correct answers for this question.

Response:

- Manage workflow Request > Create workflow Approvals
- Manage workflow Groups > Create Dynamic Group
- Manage Organization Pay and Job Structure > Create workflow configuration
- Manage Organization Pay and Job Structure > Create Dynamic Roles

Question:

Score 0 of 1

How do you configure the Auto Delegate feature for workflows?

There are 2 correct answers to this question.

Response:

- Set the "Is Delegate Supported" field to "Yes" in the workflow configuration.
- Configure auto delegation by creating a new rule in the Rules Engine tool.
- Configure the "Is Delegate Supported" field in the Corporate Data Model.
- Configure the "Is Delegate Supported" field in the XML for the workflow rules.

Question: Which import file creates a user account in the system? Please choose the correct answer.	Score 0 of 1
---	--------------

Response:

<input checked="" type="checkbox"/> Employment Details file	
Job History file	
<input checked="" type="checkbox"/> Basic import file	
Biographical Information file	

Question: Where do you enter the translations in the FoTranslation file? Please choose the correct answer.	Score 1 of 1
--	--------------

Response:

externalCode column	
foObjectID column	
<input checked="" type="checkbox"/> value.locale column	
foField column	

Question: Which foundation objects can you use to structure a customer's business? There are 2 correct answers to this question.	Score 1 of 1
--	--------------

Response:

<input checked="" type="checkbox"/> Division (hris-element-id: division)	
<input checked="" type="checkbox"/> Legal Entity (hris-element-id: company)	
Employment Details (hris-element-id: employmentInfo)	
Job Information (hris-element-id: jobInfo)	

Question: What is a Foundation Table? Please choose the correct answer.	Score 1 of 1
---	--------------

Response:

Propagation	
A table for employee information	
<input checked="" type="checkbox"/> A table to capture a company's organization, pay, and job structures	
A table for effective dating	

Question: Which standard field is always required in a generic object? Please choose the correct answer.	Score 0 of 1
--	--------------

Response:

internalCode	
<input checked="" type="checkbox"/> externalCode	
externalName	
<input checked="" type="checkbox"/> effectiveStartDate	

Question: Pay Component Recurring must always be preceded by which import file? Please choose the correct answer.	Score 0 of 1
---	--------------

Response:

<input checked="" type="checkbox"/> Pay Component Non-Recurring	
Job Information	
Compensation Information	
<input checked="" type="checkbox"/> Employment Details	

Question:

Score 1 of 1

What rule type allows you to validate field values in metadata framework (MDF) objects?
Please choose the correct answer.

Response: deleteRules validateRules saveRules initializeRules**Question:**

Score 1 of 1

What must be set up in the system before managers can use the Change Job and Compensation Information feature for their direct reports?
There are 2 correct answers to this question.

Response: Event reasons Events Workflow configurations Event reason derivation**Question:**

Score 0 of 1

Managers are NOT allowed to change the cost center field for employees. The cost center field is located in the employee's job information.

In Manage Permission Roles, what section contains the permission to change the cost center field?
Please choose the correct answer.

Response: Employee Central Effective Dated Entities Manage User Manage Foundation Objects Employee Data

Question:

Score 0 of 1

You need to create a new hire template for employees that are hired into a legal entity in the United States. You need to allow HR admins in that legal entity to use the template.

What actions must you take to accomplish this?

There are 2 correct answers to this question.

Response:

Assign HR Admins to use the hire template in Add New Employee.

Create a template that includes two to ten pages.

Create a template that includes a custom MDF object.

Assign HR admins to use the hire template in Manage Data.

Question:

Score 0 of 1

How do you create a new CSV legacy picklist?

Please choose the correct answer.

Response:

Export all picklists and add a new picklist ID and new picklist values to the file.

Import the picklist file using the Picklist Mapping tool.

Export the data format and add a new picklist ID and new picklist values to the file.

Enter the new picklist values into the OptionId column.

Question:

Score 0 of 1

A Legal entity record with an effective start date of today can be associated with which location record?

There are 2 correct answers to this question.

Response:

A location record with an effective start date of 01/01/1900.

A location record with an effective start date of today.

A location record with an effective start date of 1 month from now.

A location record with an effective start date of 1 month ago.

Question:

Score 1 of 1

In the UI, create a new Location for Canada. The customer wants Address fields 1-3 only. Open your CSF Corporate DM, how will you troubleshoot the Address 4 field?

Please choose the correct answer.

Response:

- Search for "Address 4" in the XML and change the visibility
- Search for "Address 4" in the XML and change the requirement
- Delete the entire country and start over
- Search for "Address 4" in the XML and change the label

Question:

Score 0 of 1

Your customer wants to create an association with the requirement 'One division can belong to many business units'. What association do you need to build?

Please choose the correct answer.

Response:

- A valid when association in the Business Unit object definition
- A valid when association in the Division object definition
- A composite association in the Division object definition
- A composite association in the Business Unit object definition

Question:

Score 1 of 1

You are creating a generic (MDF) object and you want to add a foundation object (FO) as a field. Based on the attached screenshot, what value would you enter for the valid values source?

Please choose the correct answer.

```
<hris-element id="location">
  <label>Location Name</label>
  <hris-field max-length="32" id="externalCode" visibility="both" required="true" pii="false" showTrailingZeros="false">
    <label>Code</label>
  </hris-field>
  <hris-field max-length="32" id="name" visibility="both" required="false" pii="false" showTrailingZeros="false">
    <label>Name</label>
  </hris-field>
```

Response:

Code

Location Name

 location

externalCode

Question:

Score 0 of 1

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files?

There are 2 correct answers to this question.

Response:

Create at least one configuration UI for the object

Create a Valid When association for the object

Set the externalCode field to Data Type = User.

Set the externalCode field to Read Only.

Question:

Score 1 of 1

What are the types of Multiplicities available to configure associations?

There are 2 correct answers to this question.

Response:

One to One

Many to One

Many to Many

One to Many

Question:

Score 0 of 1

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons?

There are 3 correct answers to this question.

Response:

Change the labels.

Add a new language translation.

Change the status.

Add a new event.

Change the external_code of an event.

Question:

Score 0 of 1

Which identifier is used to represent the employee's employment?
Please choose the correct answer.

Response:

User ID



User Account

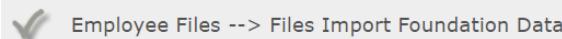
User Name

Person ID External

Question:

Score 0 of 1

**Your customer wants to create multiple custom event reasons with corresponding employee status.
Which tools do you use to configure the event reasons?**
There are 2 correct answers to this question.

Response:

Employee Files --> Files Import Foundation Data



Employee Files --> Import and Export Data



Employee Files --> Manage Organization, Pay and Job Structures

Employee Files --> Manage Mass Changes for Metadata Objects

Question:

Score 1 of 1

**A customer plans to have time off settings for individual employees. What do you do achieve this?
There are 2 correct answers to this question.**

Response:

For each leave type, you create a time type, specifying, for example, the workflow needs for this particular leave type.

To actually create accrual bookings, you need to create and run a time off calendar with scenario leave balance.

If you want to have accruals created automatically for your employees, you need to define a rule and assign this rule to the work schedule.



If you want to have accruals created automatically for your employees, you need to define a rule and assign this rule to the time account type.

Question:

Score 0 of 1

Your client informs you that they require an additional Rule Type for their Business Rules in the Production instance. What tool will you use to add this new Rule Type value?

Please choose the correct answer.

Response:

Picklist Center

Picklist Mappings

Configure Business Rules

Manage Employee Central Settings

Question:

Score 0 of 1

How can you update Job Information data?

There are 2 correct answers to this question.

Response:

Import data using the Import Foundation Data tool.

Import data using the Import Employee Data tool.

Import data using the Import and Export Data tool.

Directly edit data using the Take Action button on the Employee File

Question:

Score 0 of 1

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?

Please choose the correct answer.

Response:

Create a field in the legal entity HRIS element in the CSF for corporate data model.

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.

Create a field in the legal entity HRIS element in the corporate data modal. Add field criteria to only display the field when country is France.

Question:	Score 1 of 1
------------------	--------------

A label for one field in Job Info element is NOT translated, while all other field labels are translated.
An employee has selected the German language in their system.

What happens when this employee views the untranslated field?

Please choose the correct answer.

Response:

The employee will see the field with a blank label.

The employee will see the default label.

The employee will see an error message.

The employee will NOT see the field.

Question:

Score 0 of 1

Which object supports partial imports?

There are 2 correct answers for this question

Response:

Job Relationships

Employment Details

Job History

Addresses

Question:

Score 1 of 1

Your customer reports that they are unable to add a new "Bonus" pay component to their "Total Target Compensation" pay component group. There is an association between the pay component group and the pay component.

What is a possible reason that the customer is experiencing this problem?

Please choose the correct answer.

Response:

The "Bonus" pay component has a different frequency than the "Total Target Compensation" pay component group.

The "Bonus" pay component also has an association to another pay component group.



The "Bonus" pay component has a later effective date than the "Total Target Compensation" pay component group.

The "Bonus" pay component has a different currency than the "Total Target Compensation" pay component group.

Question:

Score 1 of 1

Your customer has a subsidiary in another country that requires an approval workflow, whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen.

Where in the Position object do you need to attach the rule?

Please choose the correct answer.

Response:

Rules section in the Position Code field



Save Rules section in the Position object

Initialize Rules section in the Position object

Rules section in the Legal Entity field

Question:

Score 1 of 1

In the UI, create a new Location for Canada. The customer wants Address fields 1-3 only. Open your CSF Corporate DM, how will you troubleshoot the Address 4 field?

Please choose the correct answer.

Response: Search for "Address 4" in the XML and change the label Search for "Address 4" in the XML and change the visibility Delete the entire country and start over Search for "Address 4" in the XML and change the requirement**Question:**

Score 1 of 1

What rule type allows you to validate field values in metadata framework (MDF) objects?

Please choose the correct answer.

Response: deleteRules initializeRules saveRules validateRules**Question:**

Score 1 of 1

Which item is not part of the Home Page?

Please choose the correct answer.

Response: To Do My Admin Favorites My Employee Files My Info

Question:

Score 1 of 1

Where can a workflow contributor see the comments posted on a workflow request?
Please choose the correct answer.

Response:

Email Notification Templates Settings

Manage Workflow Requests

Pending Requests

Manage Workflow Groups

Question:

Score 1 of 1

How can you update Job Information data?

There are 2 correct answers to this question.

Response:

Import data using the Import Employee Data tool.

Directly edit data using the Take Action button on the Employee File

Import data using the Import Foundation Data tool.

Import data using the Import and Export Data tool.

Question:

Score 0 of 1

The Time Off policies for a company are different countries. The Time Off policies also vary between the user groups in each country.

Which fields need to be maintained in Job Information – Time information section for the correct setup of Time Off functionality?

There are 3 correct answers to this question.

Response:

Work Schedule

Holiday Calendar

Time Type Profile

Time Account Type

Accrual Rule

Question:

Score 1 of 1

Why would you need to set up a Time Account Type?

Please choose the correct answer.

Response: To allow employees to request their own time off. To give qualifying employees jury duty leave. To set up automatic accruals To enforce rules around vacation rollover**Question:**

Score 1 of 1

Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path?

There are 2 correct answers to this question.

Response: Create the escalation path using the Manage Data tool Create the escalation path using the Manage Organization, Pay and Job Structures tool In the Corporate Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig In the Succession Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig**Question:**

Score 1 of 1

Which sections are available to an employee in the Global Benefits Employee Benefits screen?

There are 3 correct answers to this question.

Response: Payslip Reimbursements and Allowances Spot Bonus Claims and Enrollments Pension Plans

Question:

Score 1 of 1

How do you define Event Reasons as country specific?

There are 3 correct answers to this question.

Response:

Make a correction to the definition of the Country object

- Create an association with the Destination Object with Event Reason Wrapper with Type Valid When
- Add the Event Reason to Country records as per your requirements in Manage Data Tool
- Create an association with the Destination Object Event Reason Wrapper with Type Composite
- Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns

Question:

Score 1 of 1

After submitting an employee data import file for validation, the customer received an email messages informing them that several errors were found.**In order to troubleshoot the issues with the data, what tool can the customer use to find the error log file?**

Please choose the correct answer.

Response:

- Monitor Job

Import Employee Data

Export Extended User information

Import and Export data

Question:

Score 1 of 1

Which import file creates a user account in the system?

Please choose the correct answer.

Response:

Biographical Information file

- Basic import file

Employment Details file

Job History file

Question:	Score 1 of 1
You need to create a one to many association from Location to Legal Entity. You also need to configure filtering of the location file based on the company field in the Job Information Portlet.	
What do you need to add to the data models?	
Please choose the correct answer.	
Response:	
<input checked="" type="checkbox"/> <association> as part of <hris-element id="location">	
<association> as part of <hris-element id="jobInfo">	
<field-criteria> as part of <hris-field="location">	
<field-criteria> as part of <hris-field="jobInfo">	

Question:	Score 1 of 1
You create a new Division record for an engineering division that will be starting next month. You also identify a person as the Head of the division.	
When you access the Division Head's job information via History > Edit, the new division does not appear in the drop down list of divisions.	
Why does it NOT appear?	
Please choose the correct answer.	
Response:	
<input checked="" type="checkbox"/> The Division record is NOT active at the start of the Division Head's job information record	
The propagation is incorrectly configured	
The MDF Picklist to Legacy Picklist Map record is NOT created	
The HRIS-sync jobs has NOT run yet	

Question:	Score 1 of 1
In Set User Permissions, what tool is available only to Super Admins?	
Please choose the correct answer.	
Response:	
<input checked="" type="checkbox"/> Manage Role-Based Permission Access	
Employee Files Portlet Permissions	
Manage Permission Roles	
Manage Permission Groups	

Question:	Score 1 of 1
-----------	--------------

When working with events and event reasons. How can you customize the customer instance?

Please choose the correct answer.

Response:

- You can create new events reasons but NOT events
- You can create new events but NOT event reasons
- You can create new events and new event reasons
- You CANNOT create events or event reasons to customize a customer instance

Question:	Score 1 of 1
-----------	--------------

What tags are supported in Alert Messages?

There are 2 correct answers to this question.

Response:

- [[EVENT_REASON]]
- [[SUBJECT_USER]]
- [[HRIS_ELEMENT]]
- [[RECIPIENT_NAME]]

Question:	Score 1 of 1
-----------	--------------

Which of the following are effective dating options for generic objects?

There are 3 correct answers to this question.

Response:

- Partial
- None
- Multiple changes per day
- Basic
- Incremental

Question:	Score 1 of 1
------------------	--------------

You need to create a new hire template for employees that are hired into a legal entity in the United States. You need to allow HR admins in that legal entity to use the template.

What actions must you take to accomplish this?

There are 2 correct answers to this question.

Response:

Assign HR Admins to use the hire template in Add New Employee.

Create a template that includes a custom MDF object.

Assign HR admins to use the hire template in Manage Data.

Create a template that includes two to ten pages.

Question:	Score 1 of 1
------------------	--------------

Which methods of modifying employee data trigger event reason derivation?

There are 2 correct answers for this question

Response:

Insert a new record

Add a new employee

Use the Take Action menu

Use the pencil icon

Question:	Score 0 of 1
------------------	--------------

Which of the following fields describes best when you need to define the rule for accrual creation by defining the logic for creating timeAccountDetails?

There are 3 correct answers to this question.

Response:

A fixed posting date.

Amount posted

A unique external code

Posting unit

A posting type with entitlement from the enum list

Question:

Score 1 of 1

You need to set up a new warning message that will appear when an employee modifies their marital status in their employee data. How would you set up this rule?

There are 2 correct answers to this question.

Response:

Create a message definition under Manage Organization, Pay, and Job Structures.

Create a message definition under Manage Data.

Assign the rule to the appropriate field in the metadata framework (MDF) object.

Assign the rule to the appropriate field in the Succession Data Model.

Question:

Score 1 of 1

You are setting up a MSS RBP role in an instance. What should be the Granted Population and Target Population?

There are 2 correct answers to this question.

Response:

Target Population – Granted User's Direct Reports

Granted Population – Managers

Granted Population – Everyone

Target Population – Everyone

Question:

Score 1 of 1

What distinguishes a one-to-many association from a one-to-one association in the user interface?

There are 2 correct answers to this question.

Response:

A one-to-one association displays as a separate section in the foundation record.

A one-to-many association displays as a field in the foundation record.

A one-to-many association displays as a separate section in the foundation record.

A one-to-one association displays as a field in the foundation record.

Question:

Score 1 of 1

Your customer has requested that you create a custom field for employees in Germany to track job information. What custom field number do you need to identify to configure this new field?

Please choose the correct answer.

Response:

The next custom field number that is available in the jobCode element of the Corporate Data Model and the country-specific Corporate Data Model.

The next custom field number that is available in the jobInfo element of the Succession Data Model and the country-specific Succession Data Model.

The next custom field number that is available in the employmentInfo element of the Succession Data Model.

The next custom field number that is available in the employmentInfo element of the country-specific Succession Data Model.

Question:

Score 1 of 1

Which of the following is not an Incremental load type?

Please choose the correct answer.

Response:

Insert

Append

Purge

Correct

Question:

Score 1 of 1

What data elements are only valid for a generic object field?

There are 2 correct answers to this question.

Response:

Date

String

Auto Number

User

Question:

Score 1 of 1

How would you create a workflow rule to trigger a rule when a promotion occurs?

Please choose the correct answer.

Response:

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event" value="8" compareToNew="true"/> </and> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.employment-type" value="20" compareToNew="false"/> <equal id="jobInfo.event-reason" value="8" compareToNew="true"/> </and> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event-reason" value="8" compareToNew="false"/> </and> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <or> <equal id="jobInfo.employment-type" inverse="false"/> <equal id="jobInfo.event-reason" value="8" compareToNew="true"/> </or> </conditions> </rule>

Question:

Score 1 of 1

A customer requests a report with the full name of each employee and the total target compensation. The total target compensation is composed of salary and target bonus information.**How do you provide the requested information?**

Please choose the correct answer.

Response:

1. Create a new query using the Online Report Designer.
2. Add a filter for the full name and another for the total target compensation.

1. Create a new query using the Detailed Reporting tool.
2. Include the Full Name and Total Target Compensation fields.

1. Create a new query using the Detailed Reporting tool.
2. Add a calculated column for the full name and another for the total target compensation.

1. Create a new query using the Online Report Designer.
2. Include the Full Name and Total Target Compensation fields.

Question:

Score 1 of 1

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers?

There are 3 correct answers to this question.

Response:

- Once generated, you CANNOT change a User-ID.
- Once generated, you CANNOT change a Person-id External.
- A user can have multiple User-IDs.
- A user can have only one User-ID.
- A user can have only one Person-id External.

Question:

Score 1 of 1

You recently enabled German for your customer's instance. How do you test and review the translations?

Please choose the correct answer.

Response:

- 1. Log in to the instance.
 2. Proxy in as a user.
 3. Open the Options menu and change language to German.
- 1. Log in to the instance.
 2. Proxy in as a user.
 3. Change the home address to Germany.
- 1. Log in to provisioning.
 2. Click on the company name.
 3. Open Import/Update/Export LanguagePacks.
- 1. Log in to the instance.
 2. Proxy in as a user.
 3. Change the legal entity to Germany.

Question:

Score 1 of 1

Which of the following are the benefits of EC as compared to a traditional HRIS?

There are 3 correct answers.

Response: Strategic insight Data Management

Difficult to connect

 Workforce support

Expensive

Question:

Score 1 of 1

Where can a user delegate some tasks to another user in an instance?

Please choose the correct answer.

Response:

In Manage Organization, Pay and Job Structures

 In Options --> Assign Proxy

In Options --> Notifications

In Manage Data

Question:

Score 1 of 1

In which formats can you export reports built in the online report designer (ORD)?

There are 2 correct answers to this question.

Response:

Comma Separated Values (.csv)

 Microsoft Excel (.xlsx)

Text (.txt)

 Microsoft PowerPoint (.pptx)

Question:

Score 1 of 1

What type of association would you build if you wanted one cost center to have many job classifications?

Please choose the correct answer.

Response:

Join by column association

Composite association

Valid when association

XML association

Question:

Score 1 of 1

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

Please choose the correct answer.

Response:

Event Type: onSave; Base Object: Legal Entity

Event Type: onChange; Base Object: Employee Information

Event Type: onEdit; Base Object: Employee Information

Event Type: onInit; Base Object: Standard Hours

Question:

Score 1 of 1

As a best practice, the FTE field must be visible to the HR department and to managers. They should not be able to edit this field. How would you configure the FTE field in the system?

There are 2 correct answers to this question.

Response:

In the Succession Data Model XML, set the FTE field visibility to "view".

In the Succession Data Model XML, set the FTE field visibility to "none".

In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the FTE field.

In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the job information actions.

Question:

Score 1 of 1

Foundation Tables are organized into _____ sections.

Please choose the correct answer.

Response:

2

4

5



3

Question:

Score 1 of 1

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

There are 3 correct answers to this question.

Response:

Create a new generic object.

Create a composite association on the new generic object to Legal Entity.



Update the condition and condition values of the association.

Update the field criteria of the association.



Create a composite association to the new generic object on Legal Entity.

Question:

Score 1 of 1

You need to define time account types for time types that have a balance that needs to be checked. So, for time types where you want to have a check against a balance you normally need to:

There are 2 correct answers to this question.

Response:

Define a rule governing how the accruals should be calculated, and assign it to a work schedule type.



Define a rule governing how the accruals should be calculated, and assign it to a time account type.

Configure a time account type to suit your needs and assign it to a work schedule type.



Configure a time account type to suit your needs and assign it to a time account type.

Question:

Score 0 of 1

How would you update an entire department with a new cost center?

There are 2 correct answers to this question.

Response:

Configure business rules.

- Perform mass changes.
- Import employment details.
- Import the job history.

Question:

Score 1 of 1

Which of the following are differences between a Full Purge and Incremental Load behavior when importing data?

There are 2 correct answers to this question.

Response:

When a file I uploaded using the Full Purge Option, the records in the file being uploaded are added to the records already in the system

- When a file uploaded using the Incremental Load option, the records in the file uploaded are added to the records already in the system
- When a file is uploaded in the Incremental mode, all existing records in the system are overwritten with the records in the file uploaded
- When a file is updated in the Full Purge mode, all existing records in the system are overwritten with the records in the file uploaded

Question:

Score 1 of 1

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?**

Please choose the correct answer.

Response:

In the Manage Organization, Pay and Job Structures tool

In the Corporate Data Model

In the Configure Object Definitions tool

- In the Manage Data tool

Question:

Score 0 of 1

You want to add a custom field in the Job information block on the employee file and make it visible for 2 countries, but NOT visible for the other 8 countries. How can you do this?
Please choose the correct answer.

Response:

Enable the custom field in the Job information and use a business rule to set Edit visibility for the 2 countries



Enable the custom field in Country-Specific Job information and use a business rule to set Edit visibility for the 2 countries

Enable the custom field with NO visibility in the 8 Country-Specific Job Information



Enable the custom field in the Job information and add the custom field in the 2 country specific Job information with Edit visibility.

Question:

Score 1 of 1

Your customer would like the Employee Class field from the employee's Job Information portlet to be available in performance forms.

Which section of the Succession data model must you configure to meet this requirement?

Please choose the correct answer.

Response:

<background-element>



<hris-sync-mappings>

<standard-element>

<hris-element>

Question:

Score 1 of 1

A permission ___ defines a set of permissions and grants these permissions to permission groups or role types such as an employee or manager.

Please choose the correct answer.

Response:

Role

Admin

Contributors

Group

Question:

Score 1 of 1

Only the HR department in Germany should be able to access German employee data. However, the HR departments in other countries can currently access the German employee data.

What are the possible reasons for this issue?

There are 2 correct answers to this question.

Response:

The HR field for the German employees is incorrect.

- The Permission Group is configured incorrectly.

The field permissions for Germany are incorrect.

- The Target Population is configured incorrectly.

Question:

Score 1 of 1

Which of the below define the rules for period-end processing?

There are 3 correct answers to this question.

Response:

At the end of the period, all balances are set to 1.

At the end of the period, all balances are set to 1.

- The remaining balance is carried forward, but only up to a certain limit.
- At the end of the period, all balances are set to 0.
- Any remaining balance is carried forward from the old account to the new one.

Question:

Score 1 of 1

A Legal entity record with an effective start date of today can be associated with which location record?

There are 2 correct answers to this question.

Response:

A location record with an effective start date of 01/01/1900.

- A location record with an effective start date of today.

A location record with an effective start date of 1 month from now.

- A location record with an effective start date of 1 month ago.

Question:

Score 1 of 1

How does SAP recommend that you add a value to an existing picklist in Picklist Management?

There are 2 correct answers to this question.

Response:

- Export the picklist from the system.
- Insert a new row into the picklist file.
- Leave the picklistID blank.
- Download the picklist import template file.

Question:

Score 1 of 1

Where can you configure an event handler for a query in the UI Designer?

Please choose the correct answer.

Response:

- Data Model
- Controller
- Toolbox
- Designer

Question:

Score 1 of 1

What does the XML configuration shown in the attached screenshot?

Please choose the correct answer.

```
<!-- Begin Division Associations -->
<this-associations>
  <association id="id" multiplicity="ONE_TO_MANY" destination-entity="businessUnit" required="false" />
  <!-- association id="id" multiplicity="ONE_TO_MANY" destination-entity="location" required="false" />
</this-associations>
<!-- End Division Associations -->
```

Response:

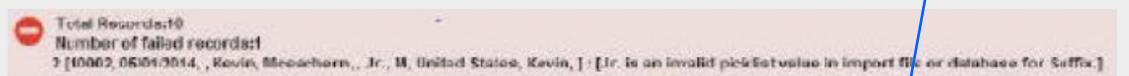
- One business unit can have many divisions.
- There is only one active association for the business unit object.
- There are two active associations for the division object.
- One division can have many business units.

Question:

Score 0 of 1

Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue?

There are 3 correct answers to this question.

**Response:**

- Check the picklist values for the picklist ID for the Suffix field.
- Find the picklist ID for the Suffix field in the data model.
- Check the employee data using the employee export.
- Create a new Personal Information dated record to reset the Suffix field.
- Check the employee data import file.

Question:

Score 1 of 1

In which of the following scenarios will you use the Rule Event Type onChange?

Please choose the correct answer.

Response:

- Business Rule is triggered when a field value is changed
- Business Rule is triggered when a portlet is saved
- Business Rule is triggered when a portlet is loaded
- Business Rule is triggered when a change to Job Information record is saved

Question:

Score 0 of 1

Where do you enter the translations in the FoTranslation file?

Please choose the correct answer.

Response:

- value.locale column
- externalCode column
- foField column
- foObjectID column

Question:

Score 0 of 1

Which of the following list of events can trigger retroactive accounting?

There are 3 correct answers to this question.

Response:

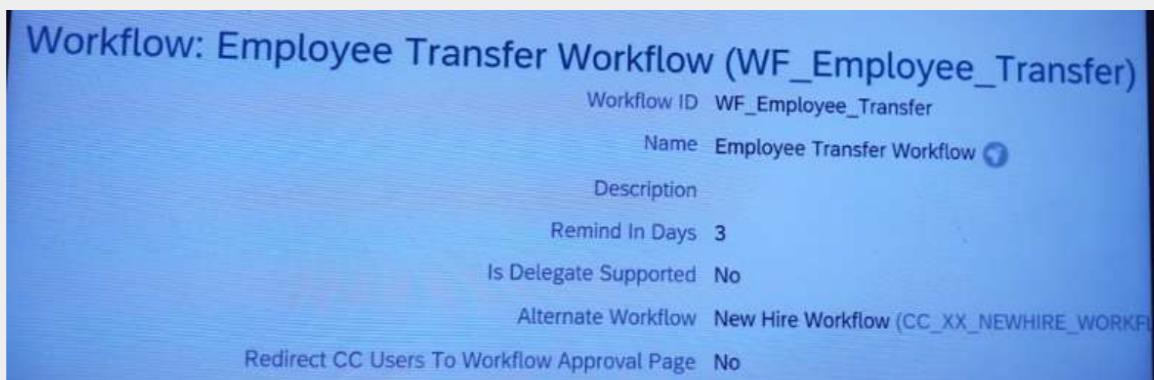
- Update to employee contact information
- Past Salary Increase
- Hiring
- Time sheet data entered in the system

Question:

Score 0 of 1

Your client is live with the 'Employee Transfer' process in the Production instance. The workflow, as shown in the screen shot, is triggered when transfer of an employee is initiated.**What is the expected behavior of this workflow?**

There are 2 correct answers to this question.

**Response:**

- An approver of WF_Employee_Transfer can automatically route this request to another approver during vacation
- The initiator of 'Employee Transfer process is given an option to choose 'New Hire Workflow' as an alternate workflow to WF_Employee_Transfer
- WF_Employee_Transfer is NOT triggered if the transfer date of the employee is in the future.
- If an approver of WF_Employee Transfer does NOT take any action for 3 days, a reminder notification is sent by the system.

What is the function of the icon shown in the attached diagram?

Please choose the correct answer.

Event Reason: New Hire (HIRNEW)

Effective as of 01/01/1970

Blue indicates that the item changed on this date

Event ID HIRNEW

Event Name New Hire 

Description

Status Active

Event Hire

Employee Status Active

Response:

- Provides translations of the foundation object label.

Provides help text with details of the field.

Displays the list of workflow approvers for the hiring event.

Changes the event reason.

Question:

Score 1 of 1

A customer has companies in several countries with different languages. How do you translate the label for the Legal entity object so that users in different countries can see the label on their own language?

Please choose the correct answer.

Response:

Update the "xml:lang" attribute in the CSF Corporate Data Model.

- Update the label in Admin Tools -> Company Settings -> Configure Object Definitions.

Update the "xml:lang" attribute in the Corporate Data Model.

Update the label in Admin Tools -> Company Settings -> Text Replacement

Question:

Score 1 of 1

Which foundation objects can you use to structure a customer's business?

There are 2 correct answers to this question.

Response:

Employment Details (hris-element-id: employmentInfo)

Job Information (hris-element-id: jobInfo)

Legal Entity (hris-element-id: company)

Division (hris-element-id: division)

Question:

Score 1 of 1

A Legal entity record with an effective start date of today can be associated with which location record?

There are 2 correct answers to this question.

Response:

A location record with an effective start date of 01/01/1900.

A location record with an effective start date of 1 month ago.

A location record with an effective start date of today.

A location record with an effective start date of 1 month from now.

Question:

Score 1 of 1

The following query parameters are supported in the EC compound employee API.

There are 3 correct answers to this question.

Response:

minRows

queryMode

InternalKeyMapping

maxRows

ExternalKeyMapping

Question:

Score 0 of 1

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?

Please choose the correct answer.

Response:

Create a field in the legal entity HRIS element in the corporate data modal. Add field criteria to only display the field when 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.

Create a field in the legal entity HRIS element in the CSF for corporate data model.

Question:

Score 1 of 1

Your customer wants to add three new locations. These locations will be used in France, Germany, and the USA. Where do you create these locations?

Please choose the correct answer.

Response:

In the Manage Organization, Pay and Job Structure tool

In the Manage data tool

In the Location elements in the CSF Corporate data model

In the location element in the CSF Corporate data model

Question:

Score 1 of 1

What does SAP SuccessFactors recommend to create new and custom associations between Foundation Objects?

Please choose the correct answer.

Response:

All new and custom associations should be built as One-to-One.

All new and custom associations should be built between an XML FO and another XML FO.



All new and custom associations should be built as One-to-Many.

All new and custom associations should be built between an MDF FO and another MDF FO.

Question:	Score 1 of 1
------------------	--------------

A customer wants the Contract Type field to be defaulted based on the selection of the Employee Classification field. Both fields are in the Job Information portlet. You created a business rule to meet this requirement.

Where do you assign the business rule in the Succession Data Model?

Please choose the correct answer.

Response:

On the Contract Type field as an onChange event.	
<input checked="" type="checkbox"/> On the Employee Classification field as an onChange event.	
On the Employee Classification field as an onSave event.	
On the Job Information element as an OnInit event.	

Question:	Score 1 of 1
------------------	--------------

Which elements are part of Employee Profile configuration in Succession Data Model?

There are 2 correct answers to this question.

Response:

<input checked="" type="checkbox"/> User Info Elements	
<input checked="" type="checkbox"/> Standard Elements	
HRIS Elements	
HRIS Actions	

Question:	Score 1 of 1
------------------	--------------

Event Reason and Workflow Derivation have been set up for a customer. The customer is using the Mass Changes tool to move 1000 employees to another location, but they do NOT want the change to trigger a workflow?

How is this handled?

Please choose the correct answer.

Response:

Set the Rule Context for Mass Changes to NO	
Set the Rule Context for Mass Changes to YES	
Deactivate the workflow referenced in the rule	
<input checked="" type="checkbox"/> Deactivate the rule that would trigger the workflow	

Question:

Score 1 of 1

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

Please choose the correct answer.

Response:

Set Imports rule context to Yes.

Set Mass Changes rule context to No.

Set Mass Changes rule context to Yes.

Set Imports rule context to No.

Question:

Score 0 of 1

A customer wants the Contract Type field to be defaulted based on the selection of the Employee Classification field. Both fields are in the Job Information portlet. You created a business rule to meet this requirement.

Where do you assign the business rule in the Succession Data Model?

Please choose the correct answer.

Response:

On the Contract Type field as an onChange event.

On the Employee Classification field as an onChange event.

On the Employee Classification field as an onSave event.

On the Job Information element as an onInit event.

Question:

Score 0 of 1

Your customer wants to add three job classifications: Manager, Administrative Assistant and HR Representative. These classifications will be used in France, Germany, and the USA.

Where do you create these job classifications?

Please choose the correct answer.

Response:

In the Configure Object Definition tool

In the Job Classification local element in the CSF Corporate Data Model

In the Job Classification element in the Corporate Data Model

In the Manage Organization, Pay and Job Structures tool

Question:

Score 0 of 1

What base object would you use in a business rule that triggers a workflow when an employee transfer occurs?

Please choose the correct answer.

Response: Employee Information Model Job Information Model Employee Information Job Information

Why would you include the rule shown in the attached screen shot in the Event Reason Rules data model?

Please choose the correct answer.

```
<rule id="rule-1">
    <trueoutput>EVENT_REASON</trueoutput>
    <conditions>
        <or>
            </or>
    </conditions>
</rule>
```

Response: To record an event reason when adding a new employee To allow other rules placed after this rule in the model to trigger To prevent rules placed before this rule in the model from triggering To record an event reason for any change made to the employee's job information

Question:

Score 0 of 1

Which data type must you use when adding a field to reference Legal Entity in an MDF object?
Please choose the correct answer.

Response:

Data source

 Generic object

Picklist

 Foundation object**Question:**

Score 0 of 1

What tasks can be performed on the Benefits Admin Overview page?
There are 2 correct answers to this question.

Response:

Enroll employees in benefits

 Set up benefit permissions Associate workflows to benefits Create and edit benefits**Question:**

Score 0 of

Which of the following actions can be triggered by a workflow rule?
There are 3 correct answers to this question.

Response: Send an e-mail Update a field Create a custom field

Generate an activity

 Create a notification

Question:

Score 0 of 1

What Employee Central component is found in the Corporate Data Model?

Please choose the correct answer.

Response:

- Role-based permissions
- Generic objects
- Employee data fields
- Foundation objects

Question:

Score 0 of 1

How do you control what fields can be seen on a Contingent Worker's employee file?

There are 2 correct answers to this question.

Response:

- Role Based Permissions
- Manage Business Configuration
- Business Rules
- Configure People Profile

Question:

Score 0 of 1

In your implementation project, the client requires that the Pay Grade field in the Job Information block be automatically filled after the Job Classification field value is keyed in for an employee.**What are the steps to achieve this?**

There are 2 correct answers to this question.

Response:

- Add an onSave rule trigger to the jobInfo HRIS element in the Manage Business Configuration.
- Add an onChange rule trigger to the job-code HRIS field in the Manage Business Configuration.
- Create a business rule with Job Classification as the base object.
- Create a business rule with Job Information as the base object.

Question:**How can you update Job Information data?**

There are 2 correct answers to this question.

Response:

- Directly edit data using the Take Action button on the Employee File
- Import data using the Import Employee Data tool.
- Import data using the Import and Export Data tool.

Question:

Score 0 of 1

Event Reason and Workflow Derivation have been set up for a customer. The customer is using the Mass Changes tool to move 1000 employees to another location, but they do NOT want the change to trigger a workflow?

How is this handled?

Please choose the correct answer.

Response:

- Deactivate the rule that would trigger the workflow
- Deactivate the workflow referenced in the rule
- Set the Rule Context for Mass Changes to YES
- Set the Rule Context for Mass Changes to NO

Question:

Score 0 of 1

To ensure that the Preferred Name field is always filled, you have created a rule to copy the First Name field to the Preferred Name field if the user leaves the Preferred Name field blank.

What changes do you make to the Succession Data Model to define the trigger rules?

Please choose the correct answer.

Response:

<hris-element id="personalInfo"> <label>Personal Information</label> <trigger-rule event="onInit" rule="CopyName"/>

<hris-field id="first-name" visibility="both" required="true"> <label>Legal First Name</label> <trigger-rule event="onSave" rule="CopyName"/>

<hris-element id="personalInfo"> <label>Personal Information</label> <trigger-rule event="onSave" rule="CopyName"/>

<hris-field id="preferred-name" visibility="both"> <label>Preferred Name</label> <trigger-rule event="onInit" rule="CopyName"/>

Question:

Score 0 of 1

What must be set up in the system before managers can use the Change Job and Compensation Information feature for their direct reports?

There are 2 correct answers to this question.

Response:

Events

Event reason derivation

Workflow configurations

Event reasons

Question:

Score 0 of 1

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons?

There are 3 correct answers to this question.

Response:

Add a new language translation.

Change the labels.

Change the external_code of an event.

Change the status.

Add a new event.

Question:

Score 1 of 1

What schema or report definition type is used to find all promotions during a specific time period?

Please choose the correct answer.

Response:

Job Information (Date Range)

Employee Central

Person and Employment Audit

Recurring Compensation Information (Date Range)

Question:

Score 0 of 1

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

There are 3 correct answers to this question.

Response:

Update the condition and condition values of the association.

Update the field criteria of the association.

Create a composite association on the new generic object to Legal Entity.

Create a composite association to the new generic object on Legal Entity.

Create a new generic object.

Question:

Score 0 of 1

You have a requirement to trigger workflows when importing data to Job information. Which permission section would allow for this?

Please choose the correct answer.

Response:

- Employee central import settings
- Employee Central Import Entities
- Manage Workflows
- Employee central Effective Dated entities

Question:

Score 0 of 1

Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue?

There are 3 correct answers to this question.

**Response:**

- Check the picklist values for the picklist ID for the Suffix field.
- Check the employee data import file.
- Create a new Personal Information dated record to reset the Suffix field.
- Check the employee data using the employee export.
- Find the picklist ID for the Suffix field in the data model.

Question:

Score 0 of 1

Your customer wants to create an association with the requirement 'One division can belong to many business units'. What association do you need to build?

Please choose the correct answer.

Response:

- A valid when association in the Division object definition
- A composite association in the Business Unit object definition
- A valid when association in the Business Unit object definition
- A composite association in the Division object definition

