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

Please choose the correct answer. Choose one:

a) Employee Central

b) Job Information (Date Range)

c) Recurring Compensation Information (Date Range)

d) Person and Employment Audit

Answer: B

2. 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. Choose one:

```
<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">
        <trueoutput>EVENT_REASON3</trueoutput>
        <conditions>
            <and>
                <equal id="jobInfo.pay-grade" inverse="true"/>
                <equal id="jobInfo.cost-center" inverse="true"/>
            </and>
        </conditions>
    </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>
```

a) EVENT_REASON4

b) EVENT_REASON2

c) EVENT_REASON3

d) EVENT_REASON1

Answer: B

3.  A customer plans to user MDF objects in employee central to create configurable rules. Which of the below permissions suites best to achieve this?

There are 2 correct answers to this question. Choose:

a) Manage business configuration

b) Configure business rules

c) Configure generic object definition

d) Maintain pay, organization and job

Answer: B,C

4.  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. Choose one:

a) Import and Export data

b) Export Extended User information

c) Monitor Job

d) Import Employee Data

Answer: C

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

Please choose the correct answer. Choose one:

a) Generic objects

b) Employee data fields

c) Role-based permissions

d) Foundation objects

Answer: D

6.  A customer needs a generic 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 recommend for these fields?
   Please choose the correct answer. Choose one:

a)

1 . User

2 . Foundation Object

3 . Picklist

4 . Date

b)

1 . Data Source

2 . Picklist

3 . String

4 . Date

c)

1 . User

2 . Foundation Object

3 . String

4 . Date

d)

1 . User

2 . Picklist

3 . String

4 . Date

Answer: C

7. 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. Choose one:

a) In the Configure Object Definition tool

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

c) In the Manage Organization, Pay and Job Structures tool

d) In the Job Classification element in the Corporate Data Model

Answer: C

8. How does SAP recommend that you edit a Succession Data Model? Please choose the correct answer. Choose one:

a)

1 . Open the latest version of your saved Succession Data Model.

2 . Make your updates.

3 . Import the model into provisioning.

b)

1 . Open the latest version of your saved Succession Data Model.

2 . Make your updates.

3 . Import the model into the instance.

c)

1 . Export the Succession Data Model.

2 . Make your updates.

3 . Import the model into the instance.

d)

1 . Export the Succession Data Model.

2 . Make your updates.

3 . Import the model into provisioning.

Answer: D

9. Which role based permissions needs to be configured for employees to enroll in global

benefits?

There are 2 correct answers to this question. Choose:

a) Manage Documents.

b) Employee Data

c) Employee Views

d) Manage benefits

Answer: B,D

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

There are 2 correct answers to this question. Choose:

a) Employment Details (hris-element-id: employmentlnfo)

b) Division (hris-element-id:division)

c) Job Information (hris-element-id: jobinfo)

d) Legal Entity (hris-element-id:company)

Answer: B,D

11. Events are defined in

Please choose the correct answer. Choose one:

a) Manager Pay, organization and Job structures

b) Data models

c) Employee files

d) Picklists

Answer: D

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

Please choose the correct answer. Choose one:

a) In the E-Mail Notification Templates Settings tool

b) In the Modify Form Route Map tool

c) In the Manage Organization, Pay and Job Structures tool

d) In the Manage Workflow Requests tool

Answer: A

13. You must set up a workflow with three approvers. One of the approvers must be the president of the employee's division. Each division in the company has a different president. What workflow feature would you configure to meet this requirement?

Please choose the correct answer. Choose one:

a) Dynamic role

b) cc role

c) workflow contributor

d) workflow group

Answer: A

14. Your customer needs to establish a payroll approval process in which any one of three people can approve transactions in a timely manner.

Where do you define this set of approvers? Please choose the correct answer. Choose one:

a) In the Manage Organization, Pay and Job Structures tool

b) In the Manage Workflow Groups tool

c) In the Configure Business Rules tool

d) In the Manage Permission Groups tool

Answer: B

15. 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. Choose:

a) Create two hire events.

b) Connect each workflow to each hire event.

c) Create two hire event reasons.

d) Connect each workflow to each hire event reason.

Answer: C,D

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

Please choose the correct answer. Choose one:

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

b) To check and adjust the predefined settings to meet customer requirements

c) To adjust the access rights for business users in the system

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

Answer: B

17. 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. Choose:

a) Import employee data)

b) Configure the Corporate Data Model and the Succession Data Model.

c) Import picklists.

d) Configure role-based permissions.

Answer: B,C

18. 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. Choose one:

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

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

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

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

Answer: D

19. Where do you configure the fields in a dynamic role?

Please choose the correct answer. Choose one:

a) In the country-specific Corporate Data Model

b) In the Event Reason Derivation data model

c) In the Corporate Data Model

d) In the Succession Data Model

Answer: C

20. Where do you create event reasons?

Please choose the correct answer. Choose one:

a) In the Manage Templates tool

b) In the Configure Business Rules tool

c) In the Manage Organization, Pay and Job Structures tool

d) In the Event Reason Rules Derivation data model

Answer: C

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

There are 3 correct answers to this question. Choose:

a) Ad hoc reports

b) Aggregate export

c) APis

d) Online report designer

e) Manage organization, pay, and job structures

Answer: A,C,D

22. How do the Talent Approval group and Finance Controller participate in the workflow illustrated in the attached screen shot? Please choose the correct answer. Choose one:



a)

1. Anyone in the Talent Approval group can add comments.

2. The Finance Controller receives an e-mail notification after each approval step.

b)

1. Anyone in the Talent Approval group can add comments.

2. The Finance Controller receives an e-mail notification when the workflow is completed)

c)

1. Anyone in the Talent Approval group can approve the workflow.

2. The Finance Controller receives an e-mail notification after each approval step.

d)

1. Anyone in the Talent Approval group can approve the workflow.

2. The Finance Controller receives an e-mail notification when the workflow is completed)

Answer: B

23. 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. Choose one:

a)

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.

b)

1 . Create a new query using the Online Report Designer.

2 . Include the Full Name and Total Target Compensation fields.

c)

1 . Create a new query using the Detailed Reporting tool.

2 . Include the Full Name and Total Target Compensation fields.

d)

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.

Answer: A

24. Your customer wants to create an association with the requirement 'One division belongs to many business units'.

What association do you need to build?

Please choose the correct answer. Choose one:

a) A valid when association in the Division object definition

b) A composite association in the Division object definition

c) A composite association in the Business Unit object definition

d) A valid when association in the Business Unit object definition

Answer: D

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

There are 2 correct answers to this question. Choose:

a) Use the Mass Data Maintenance function for employees.

b) Edit the fine tuning activity to add business roles.

c) Use the Employees and Users data migration template.

d) Edit the access rights of the business user.

Answer: C,D

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

Please choose the correct answer. Choose one:



a) Changes the event reason.

b) Displays the list of workflow approvers for the hiring event.

c) Provides translations of the foundation object label.

d) Provides help text with details of the field)

Answer: C

27. Where can you create new positions?

There are 2 correct answers to this question. Choose:

a) In the Company Info section

b) In the Manage Organization, Pay and Job Structures tool

c) In the Manage Data tool

d) In the Company Settings section

Answer: A,C

28. 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"="required".

'What tools would you use to configure these attributes?

There are 2 correct answers to this question. Choose:

a) Corporate Data Model

b) Manage Business Configuration

c) Manage Organization, Pay and Job Structures

d) Configure Object Definitions

Answer: A,D

29. What is the correct sequence in which to load the employee data files into SAP

SuccessFactors Employee Central?

Please choose the correct answer. Choose one:

a)

1 . Basic Import

2 . Biographical Information Import

3 . Employment details import

4 . Job History import

b)

1 . Biographical Information Import

2 . Employment details import

3 . Basic Import

4 . Job history import

c)

1 . Biographical Information Import

2 . Employment details import

3 . Job history import

4 . Basic Import

d)

1 . Basic Import

2 . Biographical Information Import

3 . Job history import

4 . Employment details import

Answer: A

30.What are the characteristics of a generic (MDF) picklist?

There are 2 correct answers to this question. Choose:

a) Picklists can be used for all Foundation Objects.

b) Picklist value order is set globally.

c) Picklists values can be deleted)

d) Picklists are effectively dated)

Answer: C,D

31. You are creating a generic object and you want to add a foundation object as a field) Based on the attached screenshot, what value would you enter for the Valid Values Source?

Please choose the correct answer. Choose one:

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

a) external Code

b) Code

c) location

d) Location Name

Answer: C

32. Why is Rule B (shown in the attached screen shot) not triggering?

Please choose the correct answer. Choose one:

```
<rule id="rule-A">
  <trueoutput>ER1</trueoutput>
  <conditions>
   <or>
    <equal id="jobInfo.position" inverse="true"/>
    <equal id="jobInfo.job-code" inverse="true"/>
    <lesser id="jobInfo.pay-grade.paygradeLevel"/>
    <equal id="jobInfo.location" inverse="true"/>
    <equal id="jobInfo.manager-id" inverse="true"/>

   </or>
  </conditions>
</rule>

<rule id="rule-B">
  <trueoutput>ER2</trueoutput>
  <conditions>
   <or>
    <equal id="jobInfo.cost-center" inverse="true"/>
    <equal id="jobInfo.job-code" inverse="true"/>
    <equal id="jobInfo.department" inverse="true"/>
    <equal id="jobInfo.pay-grade" inverse="true"/>
   </or>
  </conditions>
</rule>
```

a) Rule B is more restrictive than Rule a)

b) Rule B is incorrectly formatted)

c) Rule A always triggers instead of Rule B when an employee's pay grade changes.

d) Rule A triggers instead of Rule B when an employee's job code changes.

Answer: D

33. What tool can be used to enable employees to initiate changes to their own employee data?

Please choose the correct answer. Choose one:

a) Role-Based Permissions

b) Define Employee Fields

c) Manage Organization, Pay and Job Structures

d) Configure Employee Files

Answer: A

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

There are 3 correct answers to this question. Choose:

a) Searchable Fields

b) Picklist Values

c) Security

d) Associations

E. Configuration UI

Answer: A,C,D

35. Which of the following portlets use effective dating?

There are 2 correct answers to this question. Choose:

a) Job Information

b) Contact Information

c) Employment Details

d) Personal Information

Answer: A,D

36. Where can you create associations?

There are 2 correct answers to this question. Choose:

a) In the Succession Data Model

b) In the Configure Object Definitions tool

c) In the Corporate Data Model

d) In the Configure Business Rules tool

Answer: B,C

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

Please choose the correct answer. Choose one:

a) Toolbox

b) Designer

c) Data Model

d) Controller

Answer: D

38. How do you enable Position Management?

There are 3 correct answers to this question. Choose:

a) Add the Position field to the Succession Data Model

b) Enable Position Management in Provisioning

c) Enable Generic Objects in Provisioning

d) Add the Position field to the Corporate Data Model

e) Add the Position Object in the Corporate Data Model.

Answer: A,B,C

39. 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. Choose:

a) Workflow configurations

b) Event reason derivation

c) Event reasons

d) Events

Answer: A,B

40. Which tools can you use to create super administrator?

There are 2 correct answers to this question. Choose:

a) Manage Role based permission access

b) Company Info

c) Manage permission roles

d) Provisioning company settings

Answer: A,D

41. 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. Choose one:

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

pay component group.

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

c) The "Bonus" pay component has a later effective date than the "Total Target Compensation"

pay component group.

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

Answer: C

42. 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. Choose one:

a) Destination Field Value

b) Valid Values Source

c) Composite association

d) Label

Answer: B

43. What data types are only valid for a generic object field? There are 2 correct answers to this question. Choose:

a) Auto Number

b) User

c) Date

d) String

Answer: A,B

44. 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. Choose one:

a) Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.

b) Use the Import Employee data tool and select the Full Purge mode to perform a partial import.

c) Use the import and Export data tool and select the Full Purge Mode with Business Key as Key

Preference.

d) Use the Import Employee Data tool and select the Incremental Load mode to perform a

partial import.

Answer: D

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

There are 2 correct answers to this question. Choose:

a) Microsoft PowerPoint (.pptx)

b) Microsoft Excel (.xlsx)

c) Text (.txt)

d) Comma Separated Values (.csv)

Answer: A,B

46. What base object would you use in a business rule that triggers a workflow when an

employee transfer occurs?

Please choose the correct answer. Choose one:

a) Job Information

b) Employee Information Model

c) Job Information Model

d) Employee Information

Answer: C

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

There are 3 correct answers to this question. Choose:

a) Success Factors configures permissions in a test system for you.

b) Success Factors validate the configuration in the production system.

c) You fill out a configuration workbook to help Success Factors understand the roles required

by your company.

d) You perform a user acceptance testing on the test system.

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

Answer: A,C,D

48. 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. Choose one:

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

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

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

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

Answer: D

49. 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. Choose one:

a) Delete the entire country and start over

b) Search for "Address 4" in the XML and change the visibility

c) Search for "Address 4" in the XML and change the label

d) Search for "Address 4" in the XML and change the requirement

Answer: B

50. Which tools can you use to assign Business rules.

There are 3 correct answers to this question. Choose:

a) Succession data model

b) Manage data

c) Configure business rules

d) Manage business configuration

e) Configure object definitions

<span style="color:red">Answer: A,D,E</span>

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

There are 3 correct answers to this question. Choose:

a) Create a notification

b) Create a custom field

c) Generate an activity

d) Send an e-mail

e) Update a field

<span style="color:red">Answer: A,D,E</span>

52. 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.

Choose one:

a)

< hris-field id="custom-stringl" visibility="both" required="false" pii="3" allow- import="false"

showTrailingZeros="false">

< label>ISO Code</label>

< /hris-field>

b)

< hris-field max-length=u3u id=..custom-string1.. visibility=..both.. required=..false.. allow

import=..false..

showTrailingZeros=..false">

< label>ISO Code<llabel>

< /hris-field>

c)

< hris-field id="custom-longl" visibility="both" required="false" pii="3" allow- import="false" showTrailingZeros="false">

< label>ISO Code</label>

< /hris-field>

d)

< hris-field max-length="3" id="custom-longl" visibility="both" required="false" allow-import="false"

showTrailingZeros="false">

< label>ISO Code</label>

< /hris-field>

Answer: B

53. What do you need to download before importing organization, pay, and job data into the system? Please choose the correct answer. Choose one:

a) A CSV template containing all objects from the Manage Organization, Pay and Job Structures tool

b) A CSV template containing all objects from the Import Foundation Data tool

c) A blank CSV template for each object from the Manage Organization, Pay and Job Structures tool

d) A blank CSV template for each object from the Import Foundation Data tool

Answer: D

54. 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. Choose one:

a) onlnit

b) onEclit

c) onView

d) onSave

Answer: A

55. What field attribute do you use to mask a sensitive field on a screen?

Please choose the correct answer. Choose one:

a) type

b) id

c) visibility

d) pii

Answer: D

56. 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 the chosen.

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

Please choose the correct answer. Choose one:

a) Rules section in the Position Code field)

b) initializeRules section in the Position Object.

c) Rules section in the Legal entity field)

d) saveRules section in the Position object.

Answer: D

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

There are 3 correct answers to this question.

Choose:

a) Add a higher-level position.

b) Show inactive positions

c) View the positional hierarchy at a certain point in time.

d) Add a new employee

e) Search by an employee's name.

Answer: B,C,E

58. 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. Choose one:

a) Pay component group

b) Pay range

c) Pay grade

d) Pay component

Answer: B

59. When creating a fields for a generic (MDF) object, which types require a valid values source?

There are 3 correct answers to this question. Choose:

a) Translatable

b) User

c) Foundation Object

d) Picklist

e)  Generic Object

Answer: C,D,E

60. 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. Choose one:

a)

Approver Type = Role

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

Context = Source

b)

Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction= No Edit

Context = Target

c)

Approver Type = Role

Approver Role = Employee Manager

Edit Transaction= Edit with Route Change

Context= Target

d)

Approver Type = Dynamic Group

Approver Role= Employee Manager

Edit Transaction = Edit with Route Change

Context = Source

Answer: C

61. You remove the Cost Center HRIS element from the Corporate Data Model. What must be done in the Succession Data Model to avoid errors in the system?

Please choose the correct answer. Choose one:

a) The Cost Center HRIS element must be set to visibility = "none".

b) The Cost Center HRIS element must be set to required = "false".

c) The Cost Center field in the Job Info element must be set to visibility= "none".

d) The Cost Center field in the Job Info element must be set to required= "false".

Answer: C

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

Please choose the correct answer. Choose one:

a) Time account eligibility status

b) Time account type

c) Work schedule

d) Time profile

Answer: D

63. 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. Choose one:

a) Configure Object Definition

b) Manage Data

c) Corporate Data Model

d) HRIS Propagation XML file

Answer: D

64. 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. Choose:

a) Add a new event

b) Change the external_code of an event

c) Add a new language translation

d) Change the Status

e) Change the labels

Answer: B,C,E

65. 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. Choose:

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

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

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

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

Answer: B,C

66. 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. Choose one:

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

a) value

b) foType

c) foField

d) externalCode

Answer: A

67. 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. Choose:

a) 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.

b) 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.

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

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

Answer: B,C

68. 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. Choose one:

a)

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-specificCorporate Data Model.

b)

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.

c)

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.

d)

1 . Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.

2 . Paste the fields into the customer 1s country-specific Succession Data Model.

Answer: D

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

There are 2 correct answers to this question. Choose:

a) Import the job history.

b) Import employment details.

c) Configure business rules.

d) Perform mass changes.

Answer: A,D

70. 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.

Choose one:

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

b) The next custom field number that is available in the employmentlnfo element of the countryspecific Succession Data Model.

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

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

Answer: D

71. Which reporting feature allows you to manipulate the relationships between tables in a query? Please choose the correct answer. Choose one:

a) Report distributor

b) Advanced join editor

c) Calculated column

d) Filter

Answer: B

72. How do you provide user access to reports?

There are 2 correct answers to this question. Choose:

a) Assign reports to employees.

b) Assign reports to work center views.

c) Assign reports to dashboards.

d) Assign reports to business users.

Answer: B,C

73. Which feature integrates Employee Central data with data in the basic employee profile?

Please choose the correct answer. Choose one:

a) Job to position synchronization

b) Employee Central APis

c) Data management

d) HRIS synchronization

Answer: D

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

There are 2 correct answers to this question. Choose:

a) List view reports

b) Online Report Designer

c) Ad hoc reports

d) Spreadsheet reports

Answer: B,C

75. Which sections are available to an employee in the Global Benefits Employee Benefits

screen? There are 3 correct answers to this question. Choose:

a) Reimbursements and Allowances

b) Pension Plans

c) Claims and Enrollments

d) Spot Bonus

e) Payslip

Answer: A,B,C

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

Please choose the correct answer. Choose one:

a) <rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and>

< equalid="joblnfo.employment-type" value="20" compareToNew="false"/>

< equal id="jobinfo.event-reason" value="8" compareToNew="true"/> </and> </conditions>

< /rule>

b) <rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and>

< equalid="jobinfo.event-reason" value="8" compareToNew="false"/> </and>

< /conditions> </rule>

c) <rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and>

< equal id="joblnfo.event" value="8" compareToNew="true"/> </and> < /conditions> </rule>

d) <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"/> <lor> </conditions>

</rule>

Answer: C

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

Please choose the correct answer. Choose one:

a) Valid when association

b) XML association

c) Join by column association

d) Composite association

Answer: D

78. The following table shows an extract from a customer's configuration workbook. Which of the following XML configurations meet the customer's requirements?

There are 2 correct answers to this question. Choose one:

|  | Pay Component | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| | System Field ID (Mandatory) | System Field Label | Type | Max Length | Used | Required |
| externalCode | Code | | STRING | 32 | Yes | Yes |
| name | Name | | STRING | 90 | Yes | Yes |
| description | Description | | STRING | 128 | Yes | No |
| status | Status | | STRING | 32 | Yes | Yes |
| start-date | Start Date | | DATE | 32 | Yes | Yes |

a) <hris-field-max-length="128" id="status" visibility="both" required="true" pii="false"

< label>Status</label>

< /hris-field>

b) <hris-field-max-length="32"id="extemalCode" visibility="both"required="false">

< label>Code</label>

< /hris-field>

c) <hris-field-max-length="32" id="start-date" visibility="both" required="true" pii="false">

< label>Start Date</label>

< /hris-field>

d) <hris-field-max-length="90" id="name"visibility="both" required="true"

< label>Name<llabel>

< /hris-field>

Answer: C,D

79. Which of the following are Time Off fields in the employee's job information?

There are 2 correct answers to this question. Choose:

a) Work Schedule

b) Holiday Calendar

c) Standard Hours

d) Is Full Time Employee

Answer: A,B

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

Please choose the correct answer. Choose one:

a) To enforce rules around vacation rollover

b) To allow employees to request their own time off.

c) To give qualifying employees jury duty leave.

d) To set up automatic accruals

Answer: D

81. Your customer asks you to create a custom field for employees in Germany to track Personal Information. Where would you configure this?

Please choose the correct answer. Choose one:

a) In the next custom field that is available in the personalInfo element of the country-specific Succession data Model

b) In the next custom field that is available in the globalInfo element of the country-specific Succession data Model

c) In the next custom field that is available in the globalInfo element of the Succession data Model

d) In the next custom field that is available in the personalInfo element of the Succession data Model

Answer: D

82. 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.

Choose one:

a) Manage User

b) Employee Central Effective Dated Entities

c) Manage Foundation Objects

d) Employee Data

Answer: B

83. 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.

Choose one:

a) Configure Employee Files

b) Manage Configuration UI

c) Benefits Admin Overview

d) Manage Employee Central Settings

Answer: A

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

Please choose the correct answer.

Choose one:

a) Manager's user name

b) Manager's e-mail address

c) Manager's user ID

d) Manager's employee ID

Answer: C

85. 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. Choose one:

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

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

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

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

Answer: A

86. 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. Choose:

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

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

c) Create a message definition under Manage Data)

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

Answer: C,D

87. How do you set up global benefits in SAP SuccessFactors Employee Central?

Please choose the correct answer. Choose one:

a)

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

b)

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

c)

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

d)

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

Answer: B

88. Which link in the Set User Permissions section of Admin Tools is granted automatically to Admins created in Provisioning? Please choose the correct answer. Choose one:

a) Manage Role-Based Permission Access

b) Manage Permission Groups

c) View User Permission

d) Manage Permission Roles

Answer: A

89. Your customer requires a new custom foundation object linked to legal entities to build their organization structure. What do you need to do?

There are 2 correct answers to this question. Choose:

a) Import the records using the Import and Export data tool.

b) Define the association to the legal entity with the corporate data model XML.

c) Define a custom object using the Configure Object Definitions tool.

d) Create records using the Manage Organization, Pay and Job Structures tool.

Answer: B,C

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

Please choose the correct answer. Choose one:

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

        </or>
    </conditions>
</rule>
```

a) To record an event reason when adding a new employee

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

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

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

Answer: C

91. Your customer wants the employee class field from the Job Classification Foundation Object to propagate into the employee class 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. Choose one:

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

a) Corporate Data Model

b) Succession Data Model

c) CSF Succession Data Model

d) CSF Corporate Data Model

Answer: B

92. What tool can you use to export Job Classification data from the system?

There are 2 correct answers to this question. Choose one:

a) Import and Export Data

b) Manage Organization, Pay and Job Structures

c) Import Foundation Data

d) Ad-Hoc Reports

Answer: A,D

93. What does the Report Distributor allow you to do?

There are 2 correct answers to this question. Choose:

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

b) To send custom reports on a regular basis.

c) To preview a report and make corrections before sending it.

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

Answer: A,B

94. Your customer would like the employee class field from the employee's job information to also be available in performance forms. Which sections of the Succession Data Model must you configure to meet this requirement?

There are 3 correct answers to this question. Choose:

a) <background-element>

b) <hris-element>

c) <userinfo-element>

d) <hris-sync-mappings>

E. <standard-element>

Answer: B,D,E

95. 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. Choose one:

a) The manager's hire date is before the import start date

b) The manager's hire date is after the import start date

c) The manager is in a different legal entity

d) The manager is in a different location

Answer: B

96. What do you need to download before importing organization, pay, and job data into the system?

Please choose the correct answer. Choose one:

a) A blank CSV template for each object from the Import Foundation Data tool

b) A CSV template containing all objects from the Import Foundation Data tool

c) A blank CSV template for each object from the Manage Organization, Pay and Job Structures tool

d) A CSV template containing all objects from the Manage Organization, Pay and Job Structures tool

Answer: A

97. 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. Choose:

a) Personal lnformation

b) Job History

c) Biographical Information

d) Employment details

e) Basic Import

Answer: C,D,E

98. 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. Choose one:

a) On the Employee Classification field as an onSave event.

b) On the Employee Classification field as an onChange event

c) On the Job Information element as an oninit event

d) On the Contract Type field as an onChange event

Answer: C

99. 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. Choose:

a) Time Account Type

b) Holiday Calendar

c) Work Schedule

d) Accrual Rule

e) Time Type Profile

Answer: B,C,E

100. When you enter the holiday calendar, work schedule, and time profile in an employee 1s job information There are 2 correct answers to this question. Choose:

a) Country-specific objects must all relate to one country, and you can combine countries.

b) The objects can either all be global or all be specific to one country, or a mixture of global and specific to one country.

c) Country-specific objects must all related to one country, however you can 1t combine countries.

d) 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.

Answer: B,C

101. 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. Choose:

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

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

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

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

Answer: A,D

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

There are 3 correct answers to this question. Choose:

a) queryMode

b) minRows

c) maxRo'lll's

d) fnternalKeyMapping

e) BxternalKeyMapping

Answer: A,C

103. What tools can you use to update an MDFpicklist value translation that was just imported in the system? There are 2 correct answers to this question. Choose:

a) Manage Data

b) Configure Object Definitions

c) Picklists Management

d) Import and Export data

Answer: C,D

104. 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. Choose:

a) The field permissions for Germany are incorrect.

b) The HR field for the German employees is incorrect.

c) The Target Population is configured incorrectly.

d) The Permission Group is configured incorrectly.

Answer: C,D

105. 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. Choose:

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

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

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

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

Answer: A,C

106. You recently enabled German for your customer's instance. How do you test and review the translations? Please choose the correct answer. Choose one:

a)

1 . Log in to provisioning.

2 . Click on the company name.

3 . Open Import/Update/Export LanguagePacks.

b)

1 . Log in to the instance.

2 . Proxy in as a user.

3 . Open the Options menu and change language to German.

c)

1 . Log in to the instance.

2 . Proxy in as a user.

3 . Change the home address to Germany.

d)

1 . Log in to the instance.

2 . Proxy in as a user.

3 . Change the legal entity to Germany.

Answer: B

107. How do you configure the Auto Delegate feature for workflows?

There are 2 correct answers to this question. Choose:

a) Configure the "Is Delegate Supported" field in the XML for the workflow rules.

b) Configure auto delegation by creating a new rule in the Rules Engine tool.

c) Set the "ls Delegate Supported" field to "yes" in the workflow configuration.

d) Configure the "ls Delegate Supported" field in the Corporate Data Model.

Answer: C,D

108. 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. Choose:

a) The Pay Component Recurring Import does NOT include a record for the employee.

b) The Pay Component Recurring Import has the wrong sequence number.

c) The Pay Component Non Recurring Import does NOT include a record for the employee.

d) The data from the Compensation Information Import does NOT have the same effective date as the data from the Pay Component Recurring Import.

e) Pay rate information is missing from the Compensation Information Import.

Answer: A,B,D

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

Please choose the correct answer. Choose one:

a) Succession Data Model

b) Corporate Data Model

c) Country-specific Corporate Data Model

d) Com1try-specific Succession Data Model

Answer: D

110. What does the XML configuration show in the attached screen shot?



Please choose the correct answer. Choose one:

a) There is only one active association for the business unit object.

b) There are two active associations for the division object.

c) One business unit can have many divisions.

d) One division can have many business units.

Answer: D

111. 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. Choose one:

a) In the Manage data tool

b) In the Manage Organization, Pay and Job Structures tool

c) In the location element in the Corporate data model

d) In the location element in the CSF Corporate data model

Answer: C

112. How can you update Job Information data?

There are 2 correct answers to this question. Choose:

a) Directly edit data using the Take Action button on the Employment Information page.

b) Import data using the Import Foundation Data tool.

c) Import data using the Import Employee Data tool.

d) Import data using the Import and Export Data tool.

Answer: A,C

113. What can you do in the Event picklist when configuring events and event reasons?

There are 3 correct answers to this question. Choose:

a) Change the status.

b) Change the external_code of an event.

c) Add a new event.

d) Change the labels.

e) Add a new language translation.

Answer: A,D,E

114. How many business rules must be created a set up a "catch all" workflow for the job

information portlet? Please choose the correct answer. Choose one:

a) 3

b) 4

c) 1

d) 2

Answer: C

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

There are 2 correct answers to this question. Choose:

a) User

b) string

c) Auto Number

d) Date

Answer: A,C

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

Please choose the correct answer. Choose one:

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

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

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

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

Answer: B

117. What right is automatically granted to an administration user created in provisioning?

Please choose the correct answer. Choose one:

a) Proxy Management

b) Manage Role Based Permission Access

c) Manage Permission Roles

d) Manage Permission Groups

Answer: B

118. Which link in the Set User Permissions section of Admin Tools is granted automatically to

Admins created in Provisioning? Please choose the correct answer. Choose one:

a) View User Permission

b) Manage Permission Roles

c) Manage Role-Based Permission Access

d) Manage Permission Groups

Answer: C

119. 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. Choose:



a) Find the picklist ID for the Suffix field in the data model.

b) Check the employee data using the employee export.

c) Check the employee data import file.

d) Check the picklist values for the picklist ID for the Suffix field)

e). Create a new Personal Information dated record to reset the Suffix field)

Answer: A,C,D

120. You want to create a metadata framework (MDF) object that is a composite association of two MDF objects. Where do you define the association?

Please choose the correct answer. Choose one:

a) In the Corporate Data Model

b) In the Manage Data tool

c) In the Configure Object Definition tool

d) In the Configure Business Rules tool

Answer: C

121. What does the system do when a label for a language is missing in one of the data models?

Please choose the correct answer. Choose one:

a) Displays a blank label

b) Displays a warning message

c) Hides the field

d) Displays the default label

Answer: D

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

Please choose the correct answer. Choose one:

a) A MANY_TO_ONE association from the company FO to the location FO

b) A ONE_TO_MANY association from the location FO to the company FO

c) A ONE_TO_MANY association from the company FO to the location FO

d) A ONE_TO_ONE association from the location FO to each company FO

Answer: B

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

There are 3 correct answers to this question. Choose:

a) Change field data types.

b) Change the location of fields.

c) Add new fields.

d) Add picklists.

e) Change object names.

Answer: B,C,E

124. 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 opulations? There are 2 correct answers to this question. Choose:



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

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

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

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

Answer: A,C

125. Where do you set up concurrent employment for an employee?

Please choose the correct answer. Choose one:

a) Add Employment Details

b) Change Job and Compensation Information

c) Change Job Relationships

d) Employment Information

Answer: D

126. How does SAP recommend that you add a value to an existing picklist in Picklist

Management?

There are 2 correct answers to this question. Choose:

a) Download the picklist import template file.

b) Insert a new row into the picklist file.

c) Export the picklist from the system.

d) Leave the picklistID blank.

Answer: B,C

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

Please choose the correct answer. Choose one:

a) <propagation-mapping foundation-field="legalEntity.extemalCode" hrisfield="
joblnfo.legalEntity"/>

b) <propagation-mapping foundation-field="Company.extemalCode" hrisfield="
joblnfo.Company"/>

c) <propagation-mapping foundation-field="company.legalEntityiD" hris-
field="joblnfo.company"/>

d) <propagation-mapping foundation-field="company.externalCode" hris-
field="joblnfo.company"/>

Answer: D

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

There are 3 correct answers to this question. Choose:

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

b) The remaining balance is carried forward, but only up to a certain limit.

c) At the end of the period, all balances are set to 0.

d) Any remaining balance is carried forward from the old account to the new one.

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

Answer: B,C,D

129. 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. Choose:

a) Posting unit

b) Amount posted

c) A posting type with entitlement from the enum list

d) A unique external code

e) A fixed posting date.

Answer: A,B,D

130. What tool do you use to add event reason rules and workflow rules to the job information

portlet? Please choose the correct answer. Choose one:

a) Manage Organization, Pay and Job structures

b) Manage data

c) Manage Business Configuration

d) Manage Configuration UI

Answer: A

131. What picklist feature is only available for generic object picklists?

Please choose the correct answer. Choose one:

a) Exporting

b) Effective dating

c) Language translation

d) Ordering

Answer: B

132. 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. Choose:

a) In role-based permissions, grant the HR role and Manager role the "view Current" and "view

History" permission for the FTE field)

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

c) In role-based permissions, grant the HR role and Manager role the "View Current" and "View

History" permission for the job information actions.

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

Answer: A,D

133. Which of the following elements can you configure in the country-specific Corporate Data

Model?

There are 3 correct answers to this question. Choose:

a) homeAddress

b) jobClassLocal

c) corporateAddress

d) globalnfo

e) legalEntityLocal

Answer: B,C,E

134. What are the characteristics of a generic (MDF) picklist?

There are 2 correct answers to this question. Choose:

a) Picklists values can be deleted)

b) Picklists can be used for all Foundation Objects.

c) Picklists are effectively dated)

d) Picklist value order is set globally.

Answer: A,C

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

Please choose the correct answer. Choose one:

a) saveRules

b) initializeRules

c) deleteRules

d) validateRules

Answer: A

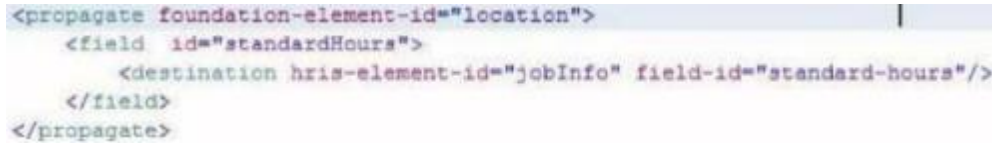136. What type of data can you manipulate in the Online Report Designer?

There are 2 correct answers to this question. Choose:

a) Ad hoc reports

b) standard reports

c) Pivot queries

d) List reports

Answer: C,D

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

Please choose the correct answer. Choose one:

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

a) <propagation-mapping foundation-field="location.extemalCode" hris-field="joblnfo.externalCode"/>

b) <propagation-mapping foundation-field="location.standardHours" hris-field="joblnfo.location" />

c) <propagation-mapping foundation-field="location.standardHours" hrisfield="joblnfo.externalCode"/>

d) <propagation-mapping foundation-field="location.externalCode" hris-field="joblnfo.location" I>

Answer: D

138. 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. Choose one:

a) Personal Information

b) Job Information

c) Employment Details

d) Employee Information

Answer: D

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

Please choose the correct answer. Choose one:

a)

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.

b)

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.

c)

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.

d)

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.

Answer: A

140. 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. Choose one:

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

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

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

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

<span style="color:red">Answer: A</span>

141. What does the XML configuration show in the attached screen shot?

Please choose the correct answer. Choose one:



a) One division can have many business units.

b) There are two active associations for the division object.

c) There is only one active association for the business unit object.

d) One business unit can have many divisions.

<span style="color:red">Answer: A</span>

142. What tasks can be performed on the Benefits Admin Overview page?

There are 2 correct answers to this question. Choose:

a) Create and edit benefits

b) Associate workflows to benefits

c) Set up benefit permissions

d) Enroll employees in benefits

<span style="color:red">Answer: A,B</span>

143. 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. Choose:

| Job Classification | | | | | | | |
|---|---|---|---|---|---|---|---|
| System Field ID | SF Label | Type | Max. Length | Used | Customer Label | Required (Mandatory) | List of Values |
| externalCode | Job Code | String | 32 | Yes | | Yes | |
| stardardHours | 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 |

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

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

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

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

Answer: C,D

144. What must be created before synchronizing position information and employment information? Please choose the correct answer. Choose one:

a) A new mapping in the HRIS Sync data model

b) A new association in the Position generic (MDF) object

c) A new job in the Manage Scheduled jobs tool

d) A new business rule in the Configure Business Rules tool.

Answer: D

145. 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. Choose one:

a)

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.

b)

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.

c)

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.

d)

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.

Answer: C

146. 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. Choose:

a) Assign Permissions for Position Field

b) Assign Authorization for Position Organization Chart and Position Management Settings

c) Set up Authorizations for the employee related objects

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

Answer: A,B

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

There are 3 correct answers to this question. Choose:

a) None

b) Multiple changes per day

c) Partial

d) Basic

e) Incremental

Answer: A,B,D

148. What is the purpose of SuccessFactor's Application Programming Interface (SFAPI)?

Please choose the correct answer. Choose one:

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

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

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

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

Answer: A

149. How do you create a new picklist? Please choose the correct answer. Choose one:

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

b) Export all pick:lists and add a new picklist ID and new pick:list values to the file.

c) Import the pick:list file using the Picklist Mappings tool.

d) Enter the new picklist values into the Optionld column.

Answer: A

150. What can you do with the Pivot Query Designer?

There are 2 correct answers to this question. Choose:

a) you can schedule the distribution of created tables and charts directly from the tool.

b) You can create tables and charts.

c) You can calculate statistics, such as the average, variance and standard deviation.

d) You can manipulate list report data)

Answer: B,D

151. You need to change the Employee Central job information for several employees using

Import Employee Data) Where can you export the employees 1 current job information?

There are 2 correct answers to this question. Choose:

a) Analytics > Analytics > Detailed Reporting

b) Analytics > Reporting > List Views

c) Analytics > Reporting > Ad Hoc Reports

d) Admin Tools> Employee Export

Answer: A,C

152. What does a full purge import do?

Please choose the correct answer. Choose one:

a) Deletes all records for an employee or object from the system based on the import file.

b) Deletes all records for an employee or object from the system, regardless of the import file.

c) Overwrites all records for an employee or object from the system based on the import file.

d) Overwrites all records for an employee or object from the system, regardless of the import file.

Answer: D