Q1. Which entities are supported for Cross-Entity rules? (Two correct answers)

A) Job Relationship ✅ (Correct Answer)

B) Personal Information

C) Address Information

D) Employment Details ✅ (Correct Answer)

Explanation:

Correct:

Job Relationship (Job Relationship Information) → Supported for cross-entity rules to manage employment-related updates.

Employment Details (Employment Information) → Also supported.

Concept: Cross-Entity Rules allow changes in one employment-related entity (like Job Info) to create/update records in another (like Compensation or Job Relationship).

Wrong Options:

Personal Information and Address Information → These are employee personal data entities, not supported for cross-entity logic.

Q2. Which is true about IF statements in business rules? (Two correct answers)

A) IF statements are always required in every business rule

B) When the IF statement is met the business rule is triggered

C) You can have multiple IF logics in a rule ✅ (Correct Answer)

D) IF logic supports AND/OR operations ✅ (Correct Answer)

Explanation:

Correct:

Multiple IF conditions can be combined in one rule → efficient and avoids rule clutter.

IF conditions support logical operators (AND/OR) → allowing complex evaluations.

Concept: A business rule is triggered by its event (like onSave/onChange). Once triggered, the IF condition(s) determine whether the THEN action(s) execute.

Wrong Options:

Always required → Not true, rules can be “Always True.”

IF triggers the rule → Incorrect phrasing. The event triggers the rule, IF just decides what to do next.

Q3. Event Reason Derivation Rules are limited to which HRIS elements? (Two correct answers)

A) Compensation Information ✅ (Correct Answer)

B) Job Relationships

C) Employment Details

D) Job Information ✅ (Correct Answer)

Explanation:

Correct:

ERD works only in Job Information and Compensation Information.

Concept: Event Reason Derivation ensures correct “event reason” (e.g., Promotion, Transfer, Pay Change) is automatically assigned when Job or Comp Info changes.

Wrong Options:

Job Relationships and Employment Details are not supported for ERD.

Q4. When do you use propagation rules?

A) Use a propagation rule to auto-populate an employee record based on underlying foundation record ✅ (Correct Answer)

B) Use propagation rule to validate if the value entered in a field is correct

C) Use propagation rule to limit the values displayed for a picklist

D) Use propagation rule to auto-populate the event reason value in Add New Employee

Explanation:

Correct: Propagation rules copy/auto-fill values from Foundation Objects to employee records. Example: When Location = “Bangalore,” Timezone auto-fills as “IST.”

Concept: They reduce manual entry and ensure consistency between Foundation Objects and employee data.

Wrong Options:

Validation → done by validation rules.

Picklist → handled via picklist configuration.

Event Reason → handled by Event Reason Derivation rules.

Q5. Which rule event is primarily used for hire/rehire rules?

A) onView

B) onSave

C) onChange

D) onInit ✅ (Correct Answer)

Explanation:

Correct: onInit runs when Add New Employee/Rehire page opens, so default values can be set immediately.

Concept: onInit = initialization → sets defaults before user enters data.

Wrong Options:

onView → Only calculates transient (non-stored) fields.

onSave → Runs at save time, not during page load.

onChange → Runs only when a field is modified.

Q6. Rule contexts are supported in which rule event? (Two correct answers)

A) onView

B) onSave ✅ (Correct Answer)

C) onChange ✅ (Correct Answer)

D) onInit

Explanation:

Correct:

onSave and onChange → both allow rule contexts (rules behave based on which field/entity triggered them).

Concept: Rule Contexts optimize performance by limiting rules to only run when relevant fields/entities are touched.

Wrong Options:

onView → No context, only calculates transient values.

onInit → Runs once at initialization, no context support.

POS MANAGEMENT

Q1. What information can be found on the Position Card within the Position Org Chart?

(Three correct answers)

A) Position Key Information ✅

B) Incumbent Details ✅

C) Employment Information

D) Position Hierarchy Details ✅

E) Reporting Hierarchy Details

Explanation:

Correct:

Position Key Information → Basic details like Position ID, Title, etc.

Incumbent Details → Shows who is currently holding the position.

Position Hierarchy Details → Displays relationships of the position within the org.

Incorrect:

Employment Information → This belongs to the employee profile, not the position card.

Reporting Hierarchy Details → This is seen in People Org Chart, not the Position Card.

Concept Recap: The Position Card is a quick snapshot of a position in the org chart, showing essential job/position-related details, not personal employee data.

Q2. Which permission category can be used to control and restrict field-level access of the Position object?

(One correct answer)

A) Employee Central Effective Dated Entities

B) Manage Position

C) Miscellaneous Permissions ✅

D) Metadata Framework

Explanation:

Correct: Miscellaneous Permissions → Controls field-level access for MDF-based objects like Position.

Incorrect:

Employee Central Effective Dated Entities → Controls EC entities, not MDF objects.

Manage Position → Provides access to position tools, not field-level control.

Metadata Framework → Governs object-level permissions, not individual fields.

Concept Recap: Field-level security in Position objects is always set using Miscellaneous Permissions under RBP (Role-Based Permissions).

Q3. Which SAP SuccessFactors modules can you integrate SAP SuccessFactors Employee Central Position Management with?

(Two correct answers)

A) SAP SuccessFactors Recruiting Management ✅

B) SAP SuccessFactors Learning Management

C) SAP SuccessFactors Succession Management ✅

D) SAP SuccessFactors Performance and Goals Management

Explanation:

Correct:

Recruiting Management → Positions can be linked to requisitions.

Succession Management → Positions are vital for succession planning.

Incorrect:

Learning Management → Not integrated with Position Management.

Performance and Goals → Evaluates employee goals, unrelated to positions.

Concept Recap: Position Management integrates mainly with Recruiting (for filling vacancies) and Succession (for planning future leaders).

Q4. Where can you find the permission that controls the ability to use Copy Position in the Position Org Chart?

(One correct answer)

A) Metadata Framework

B) Manage Position ✅

C) Position Management Settings

D) Org Chart Configuration

Explanation:

Correct: Manage Position → This permission specifically controls Copy Position functionality.

Incorrect:

Metadata Framework → Object permissions, not this specific action.

Position Management Settings → For configuring rules/settings, not permissions.

Org Chart Configuration → Deals with visual display, not permissions.

Concept Recap: All Position Object actions (e.g., create, copy, edit) are governed under Manage Position permissions in RBP.

Q5. Which of the following are benefits of SAP SuccessFactors Employee Central Position Management in organizations?

(Three correct answers)

A) Vacancy tracking ✅

B) Work schedule and holiday calendar reporting

C) Headcount reporting ✅

D) Efficient organization and user data maintenance ✅

E) Global Assignments

Explanation:

Correct:

Vacancy Tracking → Monitors open/unfilled positions.

Headcount Reporting → Tracks filled vs unfilled positions.

Efficient Data Maintenance → Centralized data ensures consistency.

Incorrect:

Work Schedule & Holiday Calendar → Managed via Time Off/Workforce Scheduling, not Position Mgmt.

Global Assignments → Related to Mobility, not Position Mgmt.

Concept Recap: Position Management helps organizations with better workforce planning and reporting by tracking vacancies and maintaining clean data.

Q6. Which of the following functions are possible from the Position Org Chart?

(Three correct answers)

A) Create a Same-Level Position ✅

B) Edit a Job Requisition template

C) Hire an Employee ✅

D) Edit a Position ✅

E) Specify which position sections will display on the side panel

Explanation:

Correct:

Create Same-Level Position → Allows adding parallel positions.

Hire Employee → Can initiate hiring directly from vacant positions.

Edit Position → Modify position attributes from the org chart.

Incorrect:

Edit Job Requisition Template → Managed in Recruiting Admin, not Org Chart.

Specify Position Sections → Done in configuration, not from Org Chart.

Concept Recap: The Position Org Chart is interactive — users can create, hire, and edit positions directly.

Q7. Which steps are part of the sequence to set up Position Management?

(Three correct answers)

A) Grant Role-Based Permissions for the MDF, Position tools, and Position object ✅

B) Enable Position Management in Manage Employee Central Settings ✅

C) Enable Employee Central V2 (Event Reason Derivation) in Manage Employee Central Settings

D) Enable the Position field in Manage Business Configuration tool ✅

E) Add the Incumbent field to the Succession Data Model

Explanation:

Correct:

Grant RBP Permissions → First step to allow access.

Enable Position Management → Must be turned on in EC settings.

Enable Position field in BCUI → Adds position fields to employee data models.

Incorrect:

Employee Central V2 (Event Reason Derivation) → Related to event reasons, not Position Mgmt setup.

Incumbent Field in Succession Data Model → Not required in Position Mgmt configuration.

Concept Recap: Position Management setup involves enabling the module, granting permissions, and configuring position fields in the system.

Q1. It is only possible to configure the Position synchronization in one way, from Position to Job Information.

A) True

B) False ✅

Explanation:

False — synchronization direction is configurable; admins can control how position ↔ job info sync behaves (it’s not strictly one-way). Concept: Position ↔ Job Info synchronization is configurable so you can choose the direction that fits your business process.

Q2. Which tools can you use to modify several positions at a time? (Two correct answers)

A) Import Employee Data

B) Manage Mass Changes for Metadata Objects ✅

C) Manage Mass Changes

D) Mass Data Management ✅

Explanation:

Manage Mass Changes for Metadata Objects (MDF mass changes) is the standard admin tool for bulk updates to MDF objects such as Position. SAP Help Portal +1

Mass Data Management (also called the Mass Changes / Mass Data UI in newer releases) is the recommended UI-based mass-change tool that supports position object changes and provides a friendly review/draft experience. Scribd

Why C (Manage Mass Changes) is not chosen: the classic Manage Mass Changes tool focuses primarily on employee Job Information and Job Relationship mass changes (not the MDF Position object). For positions you should use the MDF / Mass Data Management tools. Scribd +1

Concept: Use the MDF mass-change tools (Manage Mass Changes for Metadata Objects or Mass Data Management) to perform bulk edits on the Position MDF object — they’re designed for position records.

Q3. Which of the following actions can be done in Configure Object Definitions to make changes in the Position object? (Three correct answers)

A) Add a custom field ✅

B) Assign a Default Screen UI ✅

C) Change the layout of the fields to "Flow"

D) Apply field-level overrides to make a field not visible

E) Assign a Business Rule ✅

Explanation:

Add custom field, Assign Default Screen UI, and Assign a Business Rule are actions you perform when editing the Position MDF object definition (create custom fields, link a configurable UI, and associate workflows/business rules). SAP Learning +1

Why C is not chosen: the Flow/Grid layout is configured in Manage Configuration UI (the configurable UI tool for MDF objects), not directly by changing the object definition fields themselves. SAP Support Portal

Why D is not chosen: “field-level overrides” (per-role visibility overrides) are controlled via Role-Based Permissions / Field-Level Overrides rather than being a Configure Object Definitions action. You can set default visibility in Configure Object Definitions, but per-role overrides live in RBP. SAP Help Portal +1

Concept: Configure Object Definitions controls object fields, defaults and which configurable UI is linked — while UI layout styles are created in Manage Configuration UI and role-based field overrides are done via RBP.

Q4. In the Position object, the Parent Position is: \_\_\_\_\_\_\_. (Two correct answers)

A) A standard one-to-one association ✅

B) A composite association type

C) A standard one-to-many association

D) A valid when association type ✅

Explanation:

The parentPosition association on the Position object is defined as One-to-One and configured as a Valid-When association (this lets the Succession/Position org chart render the hierarchy and control when a parent is valid). SAP Learning +1

Why C is wrong: parentPosition is not configured as one-to-many; one parent is linked per position (the parent can have many children, but the parent association field itself is one-to-one).

Why B is wrong: it isn’t defined as a composite association in the standard Position object.

Concept: Parent–child hierarchy for Position is set up via a one-to-one parentPosition association using a valid-when rule so only appropriate parents are selectable.

Q5. The Job Level field on the Position Object is used to propagate other job-related fields from the Job Classification into the Position.

A) True

B) False ✅

Explanation:

False — propagation of job-related fields into Position is driven by the Job Classification / Job Code field and related propagation rules, not the Job Level field. (Job Level is informational and used for hierarchy/higher-level reporting.) SAP Learning

Concept: To propagate job attributes (pay grade, employee class, etc.) into Position, use Job Classification/jobCode-based propagation rules.

Q6. Which of the following options can be configured in Position Management Settings? (Two correct answers)

A) Define the leading hierarchy ✅

B) Assign business rules for data synchronization between position and incumbent ✅

C) Define use cases for Employee Central Quick Action applicable to positions.

D) Enable Company Structure Overview

Explanation:

Define the leading hierarchy (which hierarchy is authoritative) and assign business rules controlling synchronization between Position and incumbent/job info are configured in Position Management Settings. SAP Learning +1

Why C/D are not chosen: Quick Actions and Company Structure Overview are configured in other areas (Home/UI configuration and Company Structure tools), not in the Position Management Settings pages.

Concept: Position Management Settings centralizes position behavior (hierarchy adaptation, sync rules, types, etc.) so admins can control how positions and incumbents interact.

Q7. You can create new positions from the Position Org Chart and the Manage Positions tool.

A) True ✅

B) False

Explanation:

True — admins can create positions interactively from the Position Org Chart and via the Manage Positions / Manage Data tools. (Both are standard ways to add positions.) Scribd +1

Concept: Org Chart offers an interactive creation flow (create same-level, lower-level, etc.), while admin tools let you create/manage positions in bulk or via forms.

Q8. The incumbent field should always be set to Editable when using both Employee Central Position Management and Succession Management.

A) True

B) False ✅

Explanation:

False — the Incumbent is typically system-controlled (derived from job assignment/position assignments). Making it editable can break synchronization and data integrity; best practice is to keep it managed by the system. SAP Learning +1

Concept: Incumbent values are driven by assignments; manual edits undermine automatic synchronization between Position and Job Info.

### ****1. Which of the following are possible options when terminating managers in regards of transferring direct reports, if Position Hierarchy is the leading hierarchy?****

* A) Everyone to upper manager
* B) Everyone to lower manager
* C) Everyone according to position hierarchy
* D) Everyone according to reporting hierarchy

**✅ Correct Answers:** A) Everyone to upper manager, C) Everyone according to position hierarchy

**📘 Explanation:**

* **A is correct** → Direct reports can move upward to the higher-level manager.
* **C is correct** → When Position Hierarchy leads, the structure of positions themselves guides reassignment.
* **B is wrong** → “Lower manager” transfers are not a supported option.
* **D is wrong** → “Reporting hierarchy” refers to employees, not position structure.

### ****2. The term "Right to Return" describes a situation when an employee on global assignment or leave of absence can return to their original position.****

* A) True
* B) False

**✅ Correct Answer:** A) True

**📘 Explanation:**

* **True is correct** → “Right to Return” ensures employees keep their original position reserved during leave or assignment.
* **False is wrong** → Because the feature does exist and is standard in Position Management.

### ****3. When an employee is terminated, the employee's position is always deactivated.****

* A) True
* B) False

**✅ Correct Answer:** B) False

**📘 Explanation:**

* **False is correct** → Positions don’t always deactivate. They can remain vacant or be re-used depending on business rules.
* **True is wrong** → Saying “always deactivated” is inaccurate because it depends on system configuration.

### ****4. Where can you enable the Enter Manager to Filter Positions field, to filter positions in Hire, MSS Job Information, History, and Quick Actions?****

* A) In the Succession Data Model XML
* B) In the Corporate Data Model XML
* C) In Manage Business Configuration UI
* D) In Position Management Settings

**✅ Correct Answer:** D) In Position Management Settings

**📘 Explanation:**

* **D is correct** → This setting is part of Position Management configuration.
* **A & B are wrong** → Data Models define employee/org structures, not position filters.
* **C is wrong** → BCUI manages field visibility, not filter logic for positions.

### ****5. A Position Reclassification occurs when an incumbent changes to a different position.****

* A) True
* B) False

**✅ Correct Answer:** B) False

**📘 Explanation:**

* **False is correct** → Reclassification means changing attributes of the same position (job code, pay grade, etc.), not moving employees.
* **True is wrong** → That describes a **transfer**, not reclassification.

### ****6. Which of the following are possible applications for Workflows assigned on the Save Rules for the Position MDF Object?****

* A) When Position object is changed
* B) When a New Position is created
* C) When an Incumbent is assigned to a Position
* D) When a Dynamic Role is created

**✅ Correct Answers:** A) When Position object is changed, B) When a New Position is created

**📘 Explanation:**

* **A & B are correct** → Workflows trigger on creation or modification of the Position object.
* **C is wrong** → Incumbent assignment belongs to Job Info, not Position Save Rule.
* **D is wrong** → Dynamic Role creation is unrelated to Position MDF.

### ****7. Which of the following details are read-only when an employee is hired to a position using**** Add New Employee to this Position ****action?****

* A) Legal Entity
* B) Event Reason
* C) Position Entry Date
* D) Hire Date

**✅ Correct Answers:** A) Legal Entity, D) Hire Date

**📘 Explanation:**

* **A is correct (Legal Entity)** → It is inherited directly from the Position object and cannot be changed during the hiring process.
* **D is correct (Hire Date)** → When using Add New Employee to this Position, the system sets this automatically, so it is not editable in that context.
* **B is wrong (Event Reason)** → The HR admin selects the appropriate reason (like Hire, Rehire, etc.), so it’s not locked.
* **C is wrong (Position Entry Date)** → This is not a read-only field; it can be adjusted when setting up the employee in relation to the position.

⚡ So the correct locked fields here are **Legal Entity + Hire Date**, not **Legal Entity + Position Entry Date**.

### ****8. Some of the available quick actions to update positions from My Team Positions page are:****

* A) Reclassify Position
* B) Deactivate Position
* C) Promotion
* D) Transfer
* E) Change Working Time for Position

**✅ Correct Answers:** A) Reclassify Position, B) Deactivate Position, E) Change Working Time for Position

**📘 Explanation:**

* **A, B, E are correct** → These are valid quick actions for positions.
* **C is wrong** → Promotion relates to employees, not position actions.
* **D is wrong** → Transfer is an employee move, not a position quick action.

### ****1. Which of the following fields should NOT be used in the Position to Job Information Synchronization business rule?****

* A) Supervisor
* B) Company
* C) FTE
* D) Division

**✅ Correct Answers:** A) Supervisor, C) FTE

**Explanation:**

* **A (Supervisor) → Correct:** Supervisor (manager) relationships are derived from position hierarchy; syncing this directly creates conflicts in reporting lines.
* **C (FTE) → Correct:** FTE is a calculated/derived field that should not be forced from Position to Job Info because it can cause inconsistencies in employee workload data.
* **B (Company) → Wrong:** Company is a sensitive field, but it can be synchronized if business rules require it (unlike Supervisor/FTE which should never be).
* **D (Division) → Wrong:** Division is a standard organizational field often synced from position to job information.

### ****2. Which of the following actions can you define in the Business Rule?****

* A) Always True
* B) Always False
* C) ELSE IF
* D) ELSE
* E) THEN IF

**✅ Correct Answers:** A) Always True, C) ELSEIF, D) ELSE

### ****3. The Pending Data must be set to Yes on the Position object to use workflows in Positions.****

* A) True
* B) False

**✅ Correct Answer:** A) True

**Explanation:**

* **True → Correct:** Pending Data enables workflow routing before changes are applied, which is required for Position workflows.
* **False → Wrong:** Without Pending Data = No workflow possible, changes apply immediately.

### ****4. Where is the business rule to propagate data between Job Classification and Position assigned?****

* A) In the Position MDF Object definition
* B) In Manage Business Configuration tool
* C) In Position Management Settings
* D) In the Position Org Chart

**✅ Correct Answer:** A) In the Position MDF Object definition

**Explanation:**

* **A → Correct:** Propagation rules between Job Classification and Position are assigned at the Position object level in Configure Object Definitions.
* **B → Wrong:** Manage Business Configuration handles Employee Profile/Job Info fields, not Position propagation.
* **C → Wrong:** Position Management Settings deals with hierarchies, synchronization, rules for incumbents, etc.
* **D → Wrong:** Org Chart is a display/navigation tool, not a rules assignment area.

### ****5. Which of the following are specific Position Management rule scenarios?****

* A) Default Position Attributes in Position Organization Chart
* B) Create Right to Return for Incumbent
* C) Synchronize Position Changes to Incumbents
* D) Calculate Full-Time Equivalent

**✅ Correct Answers:** A) Default Position Attributes in Position Organization Chart, B) Create Right to Return for Incumbent, C) Synchronize Position Changes to Incumbents

**Explanation:**

* **A → Correct:** You can default fields when creating new positions.
* **B → Correct:** Right-to-return logic is handled via business rules.
* **C → Correct:** Syncing updates from Position to incumbents is a standard rule case.
* **D → Wrong:** FTE calculation is not a Position Management rule scenario; it’s derived in Job Info.

### ****6. Where can you customize the Advanced To Do Key Details for Position workflow requests?****

* A) Manage Positions
* B) Manage Workflow Requests
* C) Manage Data
* D) Org Chart Configuration

**✅ Correct Answer:** C) Manage Data

**Explanation:**

* **C → Correct:** Key details are stored as MDF records and edited in Manage Data.
* **A → Wrong:** Manage Positions is for creating/updating positions, not workflow settings.
* **B → Wrong:** Workflow Requests is for reviewing workflows, not configuration.
* **D → Wrong:** Org Chart settings control display, not workflow summary data.

### ****7. Which of the following steps are required to auto-generate Position Code with business rules?****

* A) Set the Position code visibility to read-only
* B) Create at least one sequence in Manage Sequence tool
* C) Set up an approval Workflow
* D) Set Position External Code Generation by On Save rule to Yes in Position Management Settings
* E) Set the Position code data type to Auto Number in the MDF Object Definition

**✅ Correct Answers:** A, B, D

**Explanation:**

* **A → Correct:** Position code must be read-only so users can’t override auto-generation.
* **B → Correct:** At least one sequence must be defined in Manage Sequence tool.
* **D → Correct:** Position Management Settings must be enabled for On Save auto-generation.
* **C → Wrong:** Approval workflows are unrelated to code generation.
* **E → Wrong:** External Code in Position object uses business rules + sequences, not “Auto Number” data type.

### ****8. Which of the following RBP categories include the required permissions to create and execute a mass change run?****

* A) Metadata Framework
* B) Miscellaneous Permissions
* C) Manage Position
* D) Mass Data Management

**✅ Correct Answers:** A) Metadata Framework, B) Miscellaneous Permissions

**Explanation:**

* **A & B → Correct:** Both are needed for access to MDF objects and mass change permissions.
* **C → Wrong:** Manage Position handles single position creation/edits, not mass runs.
* **D → Wrong:** No RBP category called “Mass Data Management.”

### ****9. The business rule to Default Position Attributes in Position Organization Chart is applicable to which of the following actions?****

* A) Copy Position
* B) Manage Data
* C) Create Same-Level Position
* D) Create Lower-Level Position

**✅ Correct Answers:** C) Create Same-Level Position, D) Create Lower-Level Position

**Explanation:**

* **C & D → Correct:** Default attributes rules apply when creating new positions from the Org Chart.
* **A → Wrong:** Copy Position inherits existing position fields, not default rules.
* **B → Wrong:** Manage Data edits position records directly; defaulting logic is not triggered.

### ****10. When importing positions, how can you ensure that the position changes will be synchronized to the incumbent's job information?****

* A) It is always triggered automatically
* B) Adding the technicalParameters column with SYNC value
* C) It will never trigger sync and it has to be corrected from Manage Positions
* D) In Import and Export Data, ensure to select Full Purge as the type of import

**✅ Correct Answer:** B) Adding the technicalParameters column with SYNC value

**Explanation:**

* **B → Correct:** Adding technicalParameters.SYNC ensures synchronization triggers during import.
* **A → Wrong:** It’s not automatic unless sync parameter is specified.
* **C → Wrong:** Sync can be triggered with correct import setup.
* **D → Wrong:** Full Purge replaces data, but doesn’t trigger sync logic.

### ****Q1. Which of the following are benefits from the integration between SAP SuccessFactors Succession Management and SAP SuccessFactors Employee Central Position Management? (There are 3 correct answers.)****

**Options:** A) Inherits the position setup and data field options inside of the Succession Management tools. B) Allows to Search by Positions within the Succession Org Chart C) Manage MDF Positions directly within SAP SuccessFactors Employee Central Position Management D) Allows for multi-incumbent assignment or selection within the Succession Management tools

**Correct Answers:** ✅ A) Inherits the position setup and data field options inside of the Succession Management tools. ✅ C) Manage MDF Positions directly within SAP SuccessFactors Employee Central Position Management ✅ D) Allows for multi-incumbent assignment or selection within the Succession Management tools

**Explanation:**

* Succession can reuse the Position object configuration (fields, setup).
* MDF Positions are managed natively in Employee Central Position Management.
* Succession supports multiple successors per position, aligning with multi-incumbent setup.
* ❌ "Search by Positions in Succession Org Chart" is not supported.

### ****Q2. Which Succession Nomination method is the required one when Employee Central Position Management is used?****

**Options:** A) Role-Person B) Role C) MDF Position D) Position

**Correct Answer:** ✅ C) MDF Position

**Explanation:**

* When EC Position Management is enabled, **nominations must be linked to MDF Position objects**.
* ❌ Legacy "Position" method is outdated and not compatible with MDF-based integration.

### ****Q3. Which of the following are benefits from the integration between SAP SuccessFactors Recruiting Management and SAP SuccessFactors Employee Central Position Management? (There are 3 correct answers.)****

**Options:** A) Create a Job Requisition from a Position in the Position Org Chart B) View assigned Job Requisitions on the Position tile C) Manage Job Requisition templates D) Map fields from Position object into the Job Requisition using a business rule E) Create a Job Requisition from a Position in the Succession Org Chart

**Correct Answers:** ✅ A) Create a Job Requisition from a Position in the Position Org Chart ✅ B) View assigned Job Requisitions on the Position tile ✅ D) Map fields from Position object into the Job Requisition using a business rule

**Explanation:**

* The integration allows Job Requisitions to be directly created from Positions.
* Positions show linked requisitions for better transparency.
* Business rules can map fields from Position → Requisition automatically.
* ❌ Templates are managed separately (not through Position integration).
* ❌ Succession Org Chart has no Job Requisition creation option.

### ****Q4. Where do you activate the integration of Position Management with Recruiting?****

**Options:** A) A consultant needs to activate it in Provisioning → Company Settings → Enable Recruiting integration with Position Management B) In Position Management Settings → Integration C) In Company Info → Position Org Chart D) In Manage Recruiting Settings → Job Requisition

**Correct Answer:** ✅ B) In Position Management Settings → Integration

**Explanation:**

* Recruiting ↔ Position Management integration is **configured directly in Position Management Settings under Integration**.
* ❌ Provisioning is not required for this (done in Admin tools).
* ❌ Org Chart/Recruiting Settings do not control this integration.

Implementing optional configurations

### ****Q1. Which of the following is NOT included in the high-level configuration steps for the Internal Job History block in SAP SuccessFactors Employee Central?****

**Options:** A) Creating a rule using the Internal Job History scenario. B) Configuring People Profile to display the Internal Job History. C) Setting permission for the Employee Widgets → Internal Job History. D) Configuring a THEN statement in the rule.

**✅ Correct Answer:** D) Configuring a THEN statement in the rule.

**Explanation:**

* **Why D is correct:** High-level setup steps cover creating the Internal Job History rule scenario, adding the block to People Profile, and setting widget permissions. Writing a THEN statement is a low-level rule-building detail, not a top-level configuration step.
* **Why A/B/C are wrong as the “NOT included” choice:** A, B and C are indeed part of the high-level steps for enabling the Internal Job History block.

### ****Q2. Which transaction details does the diagnostic tool capture for workflows in SAP SuccessFactors Employee Central? (Three correct answers)****

**Options:** A) Workflow IDs and Derivation Rule. B) Email information. C) Workflow Participants. D) Approval actions made in the mobile app and quick approval card.

**✅ Correct Answers:** A) Workflow IDs and Derivation Rule, B) Email information, C) Workflow Participants

**Explanation:**

* **Why A is correct:** The diagnostic capture includes workflow instance identifiers and derivation logic so admins can trace how a workflow was selected.
* **Why B is correct:** Email metadata (such as notification generation details) is included to help troubleshoot notification issues.
* **Why C is correct:** Participant lists (who was assigned/derived) are captured to check routing and approver resolution.
* **Why D is wrong:** The diagnostic tool does **not** capture the UI-specific approval actions from the mobile quick-approve card as part of its transaction capture. Approvals themselves appear in workflow history/audit logs, but the diagnostic capture focuses on IDs, derivation, participants, and notification metadata — not mobile UI interaction traces. **Concept:** Use the diagnostic capture to troubleshoot workflow routing, derivation, and notification problems; use workflow history/audit logs to inspect actual approval actions and timestamps.

### ****Q3. What permissions are required to access the latest People Profile in SAP SuccessFactors? (Two correct answers)****

**Options:** A) User Search permission for a specified target population. B) Include Inactive Employees in the search permission. C) Live Profile Access permission. D) View Pending Approval Transactions permission. E) Employee Personal Data Access permission.

**✅ Correct Answers:** A) User Search permission for a specified target population, C) Live Profile Access permission

**Explanation:**

* **Why A & C are correct:** To open People Profile you must be allowed to search for the target employees (User Search) and have Live Profile Access to view up-to-date profile data.
* **Why others are wrong:** Including inactive employees is optional; view pending approvals and personal data access are separate permissions that are not mandatory just to access the People Profile view. **Concept:** People Profile access = ability to find the employee + permission to view live profile contents.

### ****Q4. Which of the following are conversational patterns supported by Joule in SAP SuccessFactors? (Three correct answers)****

**Options:** A) Navigational B) Informational C) Structural D) Transactional

**✅ Correct Answers:** A) Navigational, B) Informational, D) Transactional

**Explanation:**

* **Why A/B/D are correct:** Joule supports navigating the system (navigational), answering questions (informational), and performing actions (transactional).
* **Why C is wrong:** “Structural” is not listed as a Joule conversational pattern. **Concept:** Joule is built to help users find info, move to UI areas, and complete simple transactions via conversational flows.

### ****Q5. What are the maximum number of templates that can be configured for each use case in Employee Central Quick Actions?****

**Options:** A) 3 templates B) 5 templates C) 10 templates D) 20 templates

**✅ Correct Answer:** B) 5 templates

**Explanation:**

* **Why B is correct:** Each Quick Action use case supports up to **5** templates to balance flexibility and manageability.
* **Why others are wrong:** 3, 10, 20 are not the supported maximums. **Concept:** Quick Actions use templates to predefine common data-entry variants; the product limits templates per use-case to 5.

### ****Q6. Which of the following Employee Central HRIS elements must be included in all custom hire templates?****

**Options:** A) Compensation Information B) Name Information C) National ID Information D) Email Information

**✅ Correct Answer:** B) Name Information

**Explanation:**

* **Why B is correct:** Name information is a mandatory identifier for hiring and must be present in every hire template.
* **Why others are wrong:** Compensation, National ID, and Email may be required for specific use cases but are not universally mandatory across all custom hire templates. **Concept:** Hire templates must always collect core identity details (Name) — additional fields vary by business requirements.