



-
1. What Employee Central component is found in the Corporate Data Model?
- A. Employee data fields
B. Role-based permissions
C. Foundation objects
D. Generic objects.
- C. Foundation objects
-
2. Which statements are true about Effective Dating?
- Records are not available until the effective date.
Multiple changes per day are supported.
Inserting new record closes the existing record using the previous day's date.
Used for items that have a "start date".
- Records are not available until the effective date.
Multiple changes per day are supported.
Used for items that have a "start date".
-
3. 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?
- 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.
- D. 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.



C. 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.

D. 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.

4. All Employee Data is effectively dated

False

True

False

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

D. Manager's user ID.

A. Manager's user name

B. Manager's employee ID

C. Manager's e-mail address

D. Manager's user ID.

6. 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?

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.

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

B. The next custom field number that is available in



the employmentInfo element of the country-specific Succession Data Model.

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

-
7. Customers have access to the Admin Tools section in the instance True

True
False

-
8. Where can you create associations? Note: There are 2 correct answers to this question
- In the Configure Object Definitions tool In the Configure Object Definitions tool
In the Corporate Data Model In the Corporate Data Model
In the Configure Business Rules tool
In the Succession Data Model.

-
9. What does the XML configuration show in the attached screen shot? One division can have many business units.

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

-
10. How do you align position records to reflect associations built between division and department?



A. Create filter criteria in the position object. Course Content p

A. Create filter criteria in the position object. Course Content p

B. Create a sync job to copy data from the position record to Job

Info.

C. Create filter criteria in the position org chart.

D. Create a sync job to copy data from Job Info to the position record.

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

D. Business key fields

A. All fields for the object

B. User ID field

C. Person ID field

D. Business key fields

12. Which actions can you perform with the Import and Export Data tool? Note: There are 2 correct answers to this question.

A. Import zip files

C. Download a template

A. Import zip files

B. Import employee records

C. Download a template

D. Export employee data

13. How do you set the current and future managers of an employee as approvers in a workflow? Note: There are 2 correct answers to this question.

A. For current manager, set Context: Source

B. For future manager, set Context: Target

A. For current manager, set Context: Source



- B. For future manager, set Context: Target
- C. For current manager, set Context: Target
- D. For future manager, set Context: Source

Answer

-
14. X - Which permission controls a user
- A. Job Information Actions > Edit/Insert
 - B. Job Information Actions > Correct
 - C. Job Information Actions > View History
 - D. Edit Link > Edit/Insert
- C. Job Information Actions
> View History
-
15. What properties can you use in model base objects?
Note: There are 2 correct answers to this question.
- A. Required
 - B. Boolean
 - C. Picklist
 - D. Visibility
- A. Required
D. Visibility
-
16. Your customer wants to create an association with the requirement that one division can belong to many business units. What association do you need to build?
- A. A Composite association in the business unit object definition
 - B. A Valid When association in the division object definition
 - C. A Composite association in the division object definition
 - D. A Valid When association in the business unit object definition
- B. A Valid When association in the division object definition
-
17. On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?
- A. Below all onSave rules



-
- A. Below all onSave rules
B. Above all onSave rules
C. Below all onChange rules
D. Above all onChange rules
-
18. A local Job Information field must be added. Where do you add a field that pertains to a country NOT yet configured in the data model?
A. Succession Data Model
B. Country-specific Corporate Data Model
C. Country/region object definition
D. Country-specific Succession Data Model
-
19. What tags are supported in Alert Messages? Note: There are 2 correct answers to this question
A. [[SUBJECT]]SER]]
B. [[RECIPIENT_NAME]]
C. [[HRIS_ELEMENT]]
D. [[EVENT_REASON]]
-
20. How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?
A. Goto <hris-field id
B. Go to <custom-filters> then add cost-center
C. Go to <dg-filters> then add cost-center
D. Go to <hris-element
-
21. Which type of business rule is supported by the Event Reason Derivation Business Rule scenario?
A. OnChange
B. OnEdit
C. onSave
D. Country-specific Succession Data Model



- C. OnSave
- D. OnPostSave

-
22. The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?
- B. Set Mass Changes rule context to No.
- A. Set Import rule context to No.
 - B. Set Mass Changes rule context to No.
 - C. Set Import rule context to Yes.
 - D. Set Mass Changes rule context to Yes.
-
23. You are translating the Job Title field of the Engineer job classification so that users in different countries can see the job title in their own language. Where do you add the translations?
- C. In the Manage Organization, Pay and Job Structures tool
- A. In the Configure Object Definitions tool
 - B. In the Corporate Data Model
 - C. In the Manage Organization, Pay and Job Structures tool
 - D. In the Manage Data tool
-
24. A customer needs to create a custom field that appears only for Legal Entity records with a country of France. How do you create the required field?
- D. Create a field in the Legal Entity France object in Configure Object Definition.
- A. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
 - B. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.



- C. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- D. Create a field in the Legal Entity France object in Configure Object Definition.

25. You are creating a New Hire rule that will trigger on the Job Information base object when hiring a new employee. Which steps would ensure that this rule triggers? Note: There are 2 correct answers to this question.
- A. In the Succession Data Model, add the rule to the end of the Job Information HRIS element.
 - B. In the Manage Business Configuration tool, add the rule to the Job Information HRIS element.
 - C. In the Succession Data Model, add the rule to the end of the New Hire Information standard — element.
 - D. In the Manage Business Configuration tool, add the rule to the Job Information standard
26. Which identifier is used to represent the employee?
- A. User ID
 - B. Person ID
 - C. Job Code ID
 - D. Position ID
27. What is the maximum period you can set for a rule trace?
- A. 3 days
 - B. 7 days
 - C. 2 days



- C. 2 days
- D. 5 days

-
28. How is the event reason derived when a business rule is enabled for import?
- A. The onSave ERD rule overrides the event reason value indicated in the import file.
 - B. The event reason indicated in the import overrides the onSave ERD rule.
 - C. The event reason is derived using the catch all rule.
 - D. The event reason must be selected manually.
- A. The onSave ERD rule overrides the event reason value indicated in the import file.
-
29. Your customer would like the Employee Class field from the employee's Job Information portlet to be available in performance forms. Which section of the Succession Data Model must you configure to meet this requirement?
- A. <hris-element>
 - B. <hris-sync-mappings>
 - C. <background-element>
 - D. <standard-element>
- B. <hris-sync-mappings>
-
30. During initial testing in an implementation, you need to create 8 cost center foundation object records. What tools can you use to create the records? Note: There are 3 correct answers to this question.
- A. Import Foundation Data
 - B. Configure Object Definition
 - C. Import and Export Data
- A. Import Foundation Data
Data
C. Import and Export Data
D. Manage Data



D. Manage Data

E. Manage Organization, Pay and Job Structures

-
31. What is the correct sequence for uploading data models when implementing Employee Central?
- A. Corporate Data Model > Succession Data Model > Country-specific Corporate Data Model > Country-specific Succession Data Model
- B. Succession Data Model > Corporate Data Model > Country-specific Succession Data Model > Country-specific Corporate Data Model
- C. Corporate Data Model > Country-specific Corporate Data Model > Succession Data Model > Country-specific Succession Data Model
- D. Succession Data Model > Country-specific Succession Data Model > Corporate Data Model > Country-specific Corporate Data Model
- C. Corporate Data Model > Country-specific Corporate Data Model > Succession Data Model > Country-specific Succession Data Model
-
32. What is the data type of the Currency field on the Legal Entity object?
- A. Picklist
- B. Foundation object
- C. Generic object
- D. Enum
- C. Generic object
-
33. With which location record can a legal entity record with an effective start date of today be associated?
Note: There are 2 correct answers to this question.
- A. A location record with an effective start date of today
- B. A location record with an effective start date of 01/01/1900
- C. A location record with an effective start date of 1 month ago



- B. A location record with an effective start date of 01/01/1900
- C. A location record with an effective start date of 1 month ago
- D. A location record with an effective start date of 1 month from now

34. A business rule triggers a transfer event reason when an employee

D. Job Information Model

- A. Employee Information Model
- B. Job Information
- C. Employee Information
- D. Job Information Model

35. Which Admin Center tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects? Note: There are 3 correct answers to this question.

A. Import/Export Corporate Data Model

C. Import/Export Country/Region-Specific Corporate Data Model

D. Configure Object Definitions

- A. Import/Export Corporate Data Model
- B. Manage Organization, Pay and Job Structures
- C. Import/Export Country/Region-Specific Corporate Data Model
- D. Configure Object Definitions
- E. Manage Business Configuration

36. Which HRIS fields are always required for HRIS element payComponentNonRecurring in the Succession Data Model? Note: There are 3 correct answers to this question.

A. Value

D. Pay-component-code

E. Pay-date

- A. Value



- B. Is-target
- C. Frequency
- D. Pay-component-code
- E. Pay-date

-
37. Which of the following blocks allow you to use business rules for triggering event reason derivation? Note: There are 2 correct answers to this question.
- A. Job Relationships
 - B. Personal Information
 - C. Job Information
 - D. Compensation Information
38. What is generic object FoTranslation used for in SAP SuccessFactors Employee Central?
- A. To translate any generic object records in the instance
 - B. To translate records for FOs that are defined in the Corporate Data Model and MDF FO records
 - C. To translate MDF FO records
 - D. To translate records for FOs that are defined in the Corporate Data Model
39. How do you ensure manager roles are able to initiate job relationship transactions through Take Action in People Profile? Use the attached image as a visual guide.
- A. Job Relationship Actions: No Selection (b) Edit Link: No Selection (c) Relationship Type: View Current (d) Name: View Current
 - C. Job Relationship Actions: View Current (b) Edit Link: View Current/History/Edit/Insert (c) Relationship Type: View Current (d) Name: View Current



B. Job Relationship Actions: Select All (b) Edit Link: No Selection (c) Relationship Type: View Current (d) Name: View Current

C. Job Relationship Actions: View Current (b) Edit Link: View Current/History/Edit/Insert (c) Relationship Type: View Current (d) Name: View Current

D. Job Relationship Actions: Edit/Insert (b) Edit Link: No Selection (c) Relationship Type: View Current/History/Edit/Insert (d) Name: View Current/History/Edit/Insert

40. You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information portlet. Note: There are 2 correct answers to this question.

C. <association> a spart of hris-element id - Location

D. <association> a spart of hris-element id - Legal Entity

A. <field -criteria> as part of <hris-field-jobinfo

B. <field-criteria >as part of <hris-field-Location

C. <association> a spart of hris-element id - Location

D. <association> a spart of hris-element id - Legal Entity

41. What can you do when creating the config UI for the generic object? Note: There are 3 correct answers to this question.

C. Remove a field.

D. Add a new field.

E. Move fields to different positions.

A. Change the data type for a field.

B. Add a picklist to a field.

C. Remove a field.

D. Add a new field.

E. Move fields to different positions.

42. Your client is live with the employee transfer process in the production instance. The workflow shown in the

A. If an approver of WF_Employee_Transfer



screenshot is triggered when transfer of an employee is initiated. What is the expected behavior of this workflow? Note: There are 2 correct answers to this question.

does NOT take any action for 3 days, a reminder notification is sent by the system.

B. WF_Employee_Transfer is NOT triggered if the transfer date of the employee is in the future.

A. If an approver of WF_Employee_Transfer does NOT take any action for 3 days, a reminder notification is sent by the system.

B. WF_Employee_Transfer is NOT triggered if the transfer date of the employee is in the future.

C. An approver of WF_Employee_Transfer can automatically route this request to another approver during vacation.

D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

43. Which event is NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

A. Termination

B. Hire

A. Termination

B. Hire

C. Transfer

44. Which pages support onInit business rules? Note: There are 2 correct answers to this question.

B. Add New Employee wizard

C. Manage Organization, Pay and Job Structures

A. Job Information History page

B. Add New Employee wizard

C. Manage Organization, Pay and Job Structures

D. Personal Information Edit page



45. Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? **Note:** There are 3 correct answers to this question.
- A. You configure the workflow with the Is Delegate Supported field set to Yes.
 - B. The user sets up Auto Delegate through the Quick Links tile on their homepage.
 - C. You add HRIS field Is Delegate Supported to the Corporate Data Model.
 - D. You add HRIS field Is Delegate Supported to the Succession Data Model.
 - E. The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures
46. You want to configure a business rule that will automatically propagate Job Title from the Job Classification during the new hire process. What object will you choose as the base object?
- A. Job Classification
 - B. Job Information
 - C. Employee Information
 - D. Job Title
47. Your customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen. Where in the position object do you need to attach the rule?
- A. Save Rules section in the position object
 - B. Rules section in the Position Code field



- C. Rules section in the Legal Entity field
- D. Initialize Rules section in the position object

48. How do you add another approver to an in-progress workflow?
- A. Go to Manage Route Map to divert the request to another approver.
 - B. Go to Auto Delegate to assign a new approver.
 - C. Go to Manage Organization, Pay and Job structures to add an approver to the workflow configuration.
 - D. Go to Manage Workflow Request to insert a new approver.
49. What actions can you take within the Manage Business Configuration tool? Note: There are 3 correct answers to this question.
- A. Create a new picklist.
 - B. Add a custom field to the employee files.
 - C. Change the visibility of a field to read-only.
 - D. Add a custom portlet to the employee files.
 - E. Change the label of a field.
50. Which object requires entity-type to be configured in HRIS sync mapping?
- A. phoneInfo
 - B. personInfo
 - C. complInfo
 - D. jobInfo
- 51.

D. Go to Manage Workflow Request to insert a new approver.

B. Add a custom field to the employee files.

C. Change the visibility of a field to read-only.

E. Change the label of a field.

A. phoneInfo



How do you configure alert recipients?

B. Recipients are configured as workflow approvers.

- A. Recipients are configured in Business Rules.
- B. Recipients are configured as workflow approvers.
- C. Recipients are configured in Manage Data.
- D. Recipients are configured as workflow contributors.

52. You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows: You edit the Employment Information portlet of an existing employee file and the Remote Worker? field only displays No Selection in the drop down list. What is the most likely issue?

A. The RBP permissions are incorrect.

- A. The RBP permissions are incorrect.
- B. The field visibility attribute is incorrect.
- C. The field datatype is incorrect.
- D. The picklist ID is incorrect.

53. Pay Component Recurring must always be preceded by which import file?

B. Compensation Information

- A. Employment Details
- B. Compensation Information
- C. Job Information
- D. Pay Component Non-Recurring

54. Which data type must you use when adding a field to reference Legal Entity in an MDF object?

A. Generic object

- A. Generic object
- B. Data source



- C. Picklist
- D. Foundation object

-
55. In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?
- A. Manage Workflow Groups
- B. Manage Permission Groups
- C. Manage Dynamic Roles
- D. Manage Workflow Requests
-
56. According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.
- A. Change the status.
- B. Change the external_code of an event.
- C. Change the labels.
- D. Add a new event.
- E. Add a new language translation.
-
57. What must be done to ensure that you can connect a custom generic (MDF) object to the employee files? Note: There are 2 correct answers to this question.
- A. Set the externalCode field to Data Type = User.
- B. Create a Valid When association for the object.
- C. Create at least one configuration UI for the object.
- D. Set the externalCode field to Read Only.
-



-
58. Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.
- A. Job Relationships
 - B. Job History
 - C. Addresses
 - D. Employment Details
- B. Job History
D. Employment Details
-
59. How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question.
- A. Use DELETE operation in Incremental Load
 - B. Use DELIMIT operation in Incremental Load
 - C. Use DELETE operation in Full Purge
 - D. Use DELIMIT operation in Full Purge
- A. Use DELETE operation in Incremental Load
B. Use DELIMIT operation in Incremental Load
-
60. Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.
- A. `complInfo` and `payComponentRecurring`
 - B. `personallInfo` and `globalInfo`
 - C. `jobInfo` and `organizationInfo`
 - D. `personInfo` and `globalInfo`
- A. `complInfo` and `payComponentRecurring`
B. `personallInfo` and `globalInfo`
-
61. Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.
- A. Pay Component Recurring
 - B. Work Permit Information
- A. Pay Component Recurring
D. Job Information
-



C. Personal Information

D. Job Information

-
62. In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Classification field value is keyed in for an employee. How will you achieve this? Note: There are 2 correct answers to this question.
- A. Add an onChange rule trigger to the job-code HRIS field in the Succession Data Model.
 - B. Create a business rule with Job Information as the base object.
 - C. Add an onSave rule trigger to the jobInfo HRIS element in the Succession Data Model.
 - D. Create a business rule with Job Classification as the base object.
-
63. A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee
- A. Thursday, when the change becomes effective
 - B. Saturday, the day after the sync job completes
 - C. Tuesday, the day the transaction is entered
 - D. Friday, when the sync job completes
-
64. Which elements are part of employee profile configuration in the Succession Data Model? Note: There are 2 correct answers to this question.
- A. User Info elements
 - B. HRIS elements
 - C. Standard elements
 - D. Friday, when the sync job completes
-



- C. Standard elements
- D. HRIS actions

-
65. Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?
- C. The system will allow both workflows to continue.
- A. The workflow triggered by the second transaction will override the request of the first transaction.
- B. The system will reject both workflows.
- C. The system will allow both workflows to continue.
- D. The workflow triggered by the first transaction will override the request of the second transaction.
-
66. In which section in the Manage Permission Roles tool do you set the visibility for the Date of Birth field in Biographical Information?
- C. Employee Data
- A. Employee View
- B. Manage User
- C. Employee Data
- D. Employee Central Effective Dated Entities
-
67. Which person objects support country-specific fields?
Note: There are 2 correct answers to this question.
- A. globalInfo
- C. nationalIDcard
- A. globalInfo
- B. personInfo
- C. nationalIDcard
- D. emailInfo
-



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

C. Event Type: onChange;
Base Object: Employee Information

- A. Event Type: onSave; Base Object: Legal Entity
- B. Event Type: onInit; Base Object: Standard Hours
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onEdit; Base Object: Employee Information

69. You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added translations for the foundation object (FO) records in the client system in Simplified Chinese. In Provisioning, the setting shown in the screenshot is maintained. One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester see in the instance? Note: There are 3 correct answers to this question.

A. If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.

C. If the system finds the translation maintained in Simplified Chinese, it will show that translation.

E. If the system does NOT find the translation in Simplified Chinese or in German, it will show the translation maintained in US English.

- A. If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.
- B. If the system does NOT find the translation in Simplified Chinese or in German, it will show an error.
- C. If the system finds the translation maintained in Simplified Chinese, it will show that translation.
- D. If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in US English.
- E. If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.



fied Chinese or in German, it will show the translation maintained in US English.

-
70. Which business rule scenario is used to set default values or visibility attributes during the hire process?
- A. Rules for Hire/Rehire
B. Enforce New Employment for Rehire
C. Generate Employee ID for Hire/Rehire
D. Internal Job History
-
71. How is a country-specific field created for MDF foundation objects?
- A. As a generic object with a composite association to the MDF foundation object
B. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the MDF foundation object
C. As a generic object with a Valid When association to the MDF foundation object
D. As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object
-
72. What field of the country-specific Corporate Address element is required in the Corporate Data Model?
- A. City
B. Location
C. Country
D. Address
-



-
73. Which standard field is always required in a generic object?
- A. externalName
B. externalCode
C. internalCode
D. effectiveStartDate
- B. externalCode
-
74. What does SAP SuccessFactors recommend when you create new and custom associations between foundation objects (FO)?
- A. All new and custom associations should be built as one-to-many.
B. All new and custom associations should be built between an XML FO and another XML FO.
C. All new and custom associations should be built as one-to-one.
D. All new and custom associations should be built between an MDF FO and another MDF FO.
- A. All new and custom associations should be built as one-to-many.
-
75. Which of the following are features of picklists created in the Picklist Center? Note: There are 2 correct answers to this question.
- A. Unused values in a picklist can be marked as OBSOLETE.
B. Picklists are used for generic objects.
C. Picklists are effectively dated.
D. Order of the values is set globally for all picklists.
- B. Picklists are used for generic objects.
C. Picklists are effectively dated.
-
76. Which field data types use a Valid Values Source configuration in a generic object? Note: There are 3 correct answers to this question.
- A. Foundation object
B. Picklist
D. Generic object



- A. Foundation object
- B. Picklist
- C. User
- D. Generic object
- E. Attachment

-
77. Your customer needs to set up a workflow to direct approval processes to the head of a business unit. What steps would you take to complete their requirement? Note: There are 2 correct answers to this question.
- A. Manage Workflow Requests > Create Workflow Approvers
 - B. Manage Workflow Groups > Create Dynamic Group
 - C. Manage Organization, Pay and Job Structures > Create Dynamic Roles
 - D. Manage Organization, Pay and Job Structures > Create Workflow Configuration
-
78. Where can you apply rule contexts? Note: There are 2 correct answers to this question.
- A. onChange rules
 - B. onView rules
 - C. onSave rules
 - D. onInit rules
-
79. Which action will trigger a system validation for an in progress workflow?
- A. Updating Job Information with the same effective date
 - B. Rehiring an inactive employee



- C. Adding a new employee
- D. Terminating an employee

-
80. Alert Notification is supported in which entities? Note: There are 2 correct answers to this question.
- A. Job Information
 - B. Personal Information
 - C. Pay Component Recurring
 - D. Address Information
-
81. Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path? Note: There are 2 correct answers to this question.
- A. Create the escalation path using the Manage Organization, Pay and Job Structures tool.
 - B. Create the escalation path using the Manage Data tool.
 - C. In the Corporate Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.
 - D. In the Succession Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.
-
82. Which of the following associations is a one-to-one association? Note: There are 2 correct answers to this question.
- A. Location to Legal Entity
 - B. Location to Geozone
 - C. Department to Division
 - D. Pay Range to Legal Entity



83. Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.
- A. Pay Component Recurring
 - B. Job Relationship Info
 - C. Employment Details
 - D. Job Information
-
84. Which import file creates a user account in the system?
- A. Basic Import file
 - B. Employment Details file
 - C. Job History file
 - D. Biographical Information file
-
85. Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.
- A. Location
 - B. Business unit
 - C. Pay range
 - D. Event reason
 - E. Cost center
-
86. Which HR objects support role-based import restrictions? Note: There are 3 correct answers to this question.
- A. Work Permit Info
 - B. Job Relationships
 - C. Compensation Information
 - E. Job Information



- B. Job Relationships
 - C. Compensation Information
 - D. Personal Information
 - E. Job Information
-

87. Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question.

A. Use the Take Action menu.
D. Use the pencil icon.

- A. Use the Take Action menu.
 - B. Insert a new record.
 - C. Add a new employee.
 - D. Use the pencil icon.
-

88. You create a config UI based on the Uniform Request custom generic object, as shown in the screen shot. What field must have ID externalCode to display the UI in the People Profile?

D. Employee

- A. Apron Size
 - B. Shoes Size
 - C. Requested Date
 - D. Employee
-