



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

Response:

The proxy does NOT have access to potentially sensitive information

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

The proxy can edit the private information of the account holder

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

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

What is a Foundation Table? Please choose the correct answer.

Response:

A table for effective dating

A table to capture a company's organization, pay, and job structures

A table for employee information

Propagation

A table to capture a company's organization, pay, and job structures

In the context of Employee Central, what is the function of a Propagation Rule? Please choose the correct answer.

Response:

To configure time-off policies

To manage payroll integration

To automate the updating of dependent fields

To set up employee benefits

To define organizational structures

To automate the updating of dependent fields

Which of the following is NOT a standard component of workflow configurations in SAP SuccessFactors? Please



choose the correct answer.

Response:

Validator

Initiator

Notifier

Approver

Validator

Scenario: A company is expanding globally and needs to update its SuccessFactors system to accommodate different employment laws. Which Data Model Reference Guide features should they focus on to ensure compliance? There are 3 correct answers to this question.

Response:

Implementation of country-specific data validation rules.

Customization of data fields to align with local regulations.

Utilization of standardized global data models.

Flexible reporting capabilities for regulatory compliance.

Automatic updating of legal changes in different countries.

Implementation of country-specific data validation rules.

Customization of data fields to align with local regulations.

Automatic updating of legal changes in different countries.

Scenario: A large organization implemented automated rules for time-off requests in SuccessFactors. However, managers report inconsistencies in how requests are being processed. What could be the reasons for these issues? There are 3 correct answers to this question.

Response:

Inconsistent application of rules across different departments.

Inaccurate configuration of the time-off rules.

Lack of integration with the organization's calendar system.

Employees not understanding how to use the self-service

Inconsistent application of rules across different departments.

Inaccurate configuration of the time-off rules.

Overlapping rules causing conflicts in processing requests.



portal.

Overlapping rules causing conflicts in processing requests.

In SAP SuccessFactors, which feature ensures that employee data is consistent and free from errors? Please choose the correct answer.

Response:

Data Validation Rules

Employee Data Monitor

Data Consistency Scanner

Data Import Wizard

Data Validation Rules

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

Response:

As a Generic object with a "composite" association to the MDF Foundation Object

As a hris-element in the Corporate Data Model with a "composite" association to the MDF Foundation Object

As a Generic object with a "valid when" association to the MDF Foundation Object

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

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

Scenario: An organization wants to track external training programs that employees attend. Which approach using generic objects would be most suitable? Please choose the correct answer.

Response:

Create a generic object for external training programs

Integrate with an external training database

Manually input external training data into employee pro-

Create a generic object for external training programs



files

Use the standard Learning module

What is the maximum period you can set for a rule trace?Please choose the correct answer.

Response:

7 days

5 days

3 days

2 days

2

When creating HR transaction rules in SAP SuccessFactors, which tool is primarily used?Please choose the correct answer.

Response:

Rule Editor

Workflow Designer

Transaction Monitor

Rule Builder

Rule Editor

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

Response:

saveRules

validateRules

initializeRules

deleteRules

saveRules

Which Payroll Control Center user interface is used to add a new team administrator to a process?Please choose the correct answer.

Response:

My Processes

Manage Processes



My Alerts
Manage Processes
Manage Policies

Which of the following is NOT a standard step type in SAP SuccessFactors workflow configuration? Please choose the correct answer.

Response:

Validation

Approval

Notification

Escalation

Validation

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

Response:

`<propagation-mapping foundation-field="legalEntity.externalCode" hrisfield=" jobInfo.legalEntity"/>`

`<propagation-mapping foundation-field="Company.externalCode" hrisfield=" jobInfo.Company"/>`

`<propagation-mapping foundation-field="company.externalCode" hris-field="jobInfo.company"/>`

`<propagation-mapping foundation-field="company.legalEntityID" hris-field="jobInfo.company"/>`

`<propagation-mapping foundation-field="company.externalCode" hris-field="jobInfo.company"/>`

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

Response:

Employee Export

Download Template

Import Template

Import Config

Download Template
Import Config



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

Response:

Payroll System Assignment

Payroll Control Center Configuration

General User Permission

SAP System Configuration

Payroll Control Center Configuration

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

Response:

Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.

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

Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.

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

Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.

Which of the following fields describes best when you need to define the rule for accrual creation by defining the logic for creating timeAccountDetails? There are 3 correct answers to this question.

Response:

A fixed posting date.

Amount posted

A posting type with entitlement from the enum list

A unique external code

Posting unit

Amount posted

A unique external code

Posting Unit



During initial testing in an implementation, you need to create 8 Cost Center Foundation Object records. What tools can you use to create the records? There are 3 correct answers to this question.

Response:

Import Foundation Objects

Import and Export Data

Manage Organization, Pay and Job Structures

Manage Data

Configure Object Definition

Import and Export Data

Manage Data

Configure Object Definition

How would you create a workflow rule to trigger a rule when a promotion occurs? Please choose the correct answer.

Response:

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

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

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

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

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

<equal id="jobInfo.event-reason" value="8" compare-ToNew="true"/> </and> </conditions> </rule>

Scenario: A company wants to implement a consistent job classification system across multiple regions. Which features of Employee Central should they utilize to achieve this? There are 3 correct answers to this question.

Response:

Business Rules

Custom Workflows

Foundation Objects

Global Job Information

Position Management

Foundation Objects

Global Job Information

Position Management

A customer plans to use 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.

Response:

Configure generic object definition

Manage business configuration

Configure business rules

Maintain pay, organization and job

Configure generic object definition

Configure business rules

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

Response:

Configure Business Rules

Manage Employee Central Settings

Picklist Center

Picklist Mappings

Picklist Center

When creating a fields for a generic (MDF) object, which types require a valid values source? There are 3 correct answers to this question.

Response:

Foundation Object

Picklist

User

Generic Object

Translatable

Foundation Object

Picklist

Generic Object

Scenario: An organization needs to implement a system that ensures consistent data entry for job titles and departments across different regions. Which functionalities should they focus on in Employee Central? There are 3 correct answers to this question.

Response:

Business Rules

Foundation Objects

Corporate Data Model

Workflow Rules

Propagation Rules

Business Rules

Foundation Objects

Corporate Data Model

Which of the following permissions are used in Employee Central Payroll? There are 3 correct answers to this question.

Response:

Payroll Control Center Configuration

General User Permission

Payroll System Assignment

Employee Data

SAP System Configuration

Payroll Control Center Configuration

Payroll System Assignment

SAP System configuration

Your customer wants to create an association with the requirement 'One division can belong to many business



units'. What association do you need to build?Please choose the correct answer.

Response:

A composite association in the Business Unit object definition

A composite association in the Division object definition

A valid when association in the Business Unit object definition

A valid when association in the Division object definition

A valid when association in the Division object definition

What of the following information would be updated by an employee using Employee Self-Service?There are 2 correct answers to this question.

Response:

Address Information

Payment Information

Pay Component Information

Job Information

Address Information

Payment Information

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?Please choose the correct answer.

Response:

Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.

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

Set the IF statement to Always True and set the THEN statement as blank.

Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

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

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



Response:

Create a custom field

Update a field

Send an e-mail

Create a notification

Generate an activity

Update a field

Send an e-mail

Create a notification

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

Response:

Configure Business Rules

Configure Object Definition

Manage Organization, Pay and Job Structures

Manage Data

Configure Object Definition

Fields in the termination screen are configured in which object? Please choose the correct answer.

Response:

Personal Information

Job Information

Employment Information

Compensation Information

Employment Information

Scenario: An organization is integrating SAP SuccessFactors with an external payroll system. They want to ensure that employee data is synchronized between the two systems. Which tool in SAP SuccessFactors facilitates this? Please choose the correct answer.

Response:

Payroll Sync Tool

Integration Center

Employee Data Connector

Data Replication Monitor

Data Replication Monitor



Where can you configure an event handler for a query in the UI Designer? Please choose the correct answer.

Response:

Controller

Data Model

Designer

Toolbox

Controller

Scenario: An organization wants to set up a workflow that sends a notification to the HR department whenever an employee's address changes. Which tool in SAP SuccessFactors can achieve this? Please choose the correct answer.

Response:

Employee Central Workflow Configuration

Address Change Notifier

Data Change Monitor

HR Notification Builder

Employee Central Workflow Configuration

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

Response:

Employee Information

Personal Information

Job Information

Employment Details

Employee Information

In the context of Event Reason Derivation in SuccessFactors Employee Central, which of the following are true about configuring event reasons? There are 3 correct answers to this question.



Response:

Event reasons can be associated with specific workflows.
Custom event reasons can be created but cannot be deleted.

Event reasons can be linked to specific employee status changes.

Event reasons are automatically derived from employment data changes.

Event reasons are global and apply to all employees regardless of location.

Event reasons can be associated with specific workflows.
Event reasons can be linked to specific employee status changes.
Event reasons are automatically derived from employment data changes.

What distinguishes a one-to-many association from a one-to-one association in the user interface? There are 2 correct answers to this question.

Response:

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

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

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

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

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

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

Response:

Manage Permission Roles

Manage Permission Groups

View User Permission

Manage Role-Based Permission Access

Manage Role-Based Permission Access

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

Response:

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

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

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

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

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

Which field would commonly be included in a position record that would NOT be included in a job classification record? Please choose the correct answers.

Response:

Pay Grade

Division

Business Unit

Job Title

Pay Grade

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

What are the possible reasons for this issue? There are 2 correct answers to this question.

Response:

The Target Population is configured incorrectly.

The Permission Group is configured incorrectly.

The HR field for the German employees is incorrect.

The field permissions for Germany are incorrect.

The Target Population is configured incorrectly
The Permission Group is configured incorrectly



A customer needs to have 5 levels in their Logical Organizational structure for their Employee Central implementation. How could you accomplish this? There are 2 correct answers to this question.

Response:

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

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

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

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

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

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

Where do you create a new Event Reason? Please choose the correct answer.

Response:

In the Event Reason Rules Derivation data model

In the Configure Business Rules tool

In the Manage Organization, Pay and Job Structures tool

In the Manage Templates tool

In the Manage Organization, Pay and Job Structures tool

Which tool would you use to set the payroll system for a user? Please choose the correct answer.

Response:

Payroll System Assignment

General User Permission

Payroll Control Center Configuration

SAP System Configuration

Payroll System Assignment

The Event Reason Derivation Business Rule scenario supports creating which type of business rule? Please choose the correct answer.

Response:



OnChange

OnPostSave

OnEdit

OnSave

OnSave

A company using SuccessFactors has recently expanded its operations to multiple countries. They need to update their employee data model to include country-specific legal requirements. What features of the SuccessFactors Data Model should they focus on? There are 2 correct answers to this question.

Response:

Automated country-specific data validation rules.

Integration with country-specific regulatory databases.

Customization of data fields for specific country requirements.

Language translation capabilities for data fields.

Automated country-specific data validation rules
Customization of data fields for specific country requirements

How do you create Country/Region specific fields (CSF) for a country that does not have pre-delivered CSF fields? There are 3 correct answers to this question.

Response:

Update the condition and condition values of the association.

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

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

Update the field criteria of the association.

Create a new generic object.

Update the condition and condition values of the association

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

Create a new generic object

Which Foundation Objects are configured in the Corporate Data Model? There are 3 correct answers to this question.



<p>Response:</p> <p>Pay Range</p> <p>Business Unit</p> <p>Event Reason</p> <p>Cost Center</p> <p>Location</p>	<p>Pay Range</p> <p>Event Reason</p> <p>Location</p>
<p>Which of the following fields are Time Off fields in the employee's job information? There are 2 correct answers to this question.</p> <p>Response:</p> <p>Is Full Time Employee</p> <p>Work Schedule</p> <p>Standard Hours</p> <p>Holiday Calendar</p>	<p>Work Schedule</p> <p>Holiday Calendar</p>
<p>Which of the following are requirements to build a Company Structure Overview with multiple objects? There are 2 correct answers to this question.</p> <p>Response:</p> <p>Objects must be XML-based Foundation Objects</p> <p>Objects must have a 'valid when' association</p> <p>Objects must have a 'composite' association</p> <p>Objects must be MDF Objects</p>	<p>Objects must have a 'valid when' association</p> <p>Objects must be MDF Objects</p>
<p>In your implementation project, the client requires that the Pay Grade field in the Job Information block be automatically filled after the Job Classification field value is keyed in for an employee.</p> <p>What are the steps to achieve this? There are 2 correct answers to this question.</p> <p>Response:</p> <p>Create a business rule with Job Information as the base object.</p>	<p>Create a business rule with Job Information as the base object</p>



Add an onChange rule trigger to the job-code HRIS field in the Manage Business Configuration.

Create a business rule with Job Classification as the base object.

Add an onSave rule trigger to the jobInfo HRIS element in the Manage Business Configuration.

Add an onChange rule trigger to the job0code HRIS field in the Manage Business Configuration

When modifying the SuccessFactors Data Model, what are critical elements to ensure effective data management? There are 3 correct answers to this question.

Response:

Regularly updating the data model to reflect organizational changes.

Maintaining data security and privacy standards.

Ensuring compatibility with third-party systems.

Customizing data fields for specific business needs.

Implementing automated data validation rules.

Regularly updating the data model to reflect organizational changes

Maintaining data security and privacy standards

Customizing data fields for specific business needs

How can an organization customize the list of available event reasons in SAP SuccessFactors? Please choose the correct answer.

Response:

Submit a request to SAP support

Modify the system's core code

Integrate with an external event tracking system

Use the Event Reason Configuration tool

Use the Event Reason Configuration tool

Your customer requires a new custom MDF foundation object (MDF FO) linked to legal entities to build their organization structure. What are possible steps? There are 2 correct answers to this question.

Response:

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



Import the records using the Import and Export Data tool.

Define a custom object using the Configure Object Definitions tool.

Define the association to the legal entity with the Corporate data model.

Import the records using the Import and Export Data tool
Define a custom object using the Configure Object Definitions tool

Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path? There are 2 correct answers to this question.

Response:

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

Create the escalation path using the Manage Data tool

Create the escalation path using the Manage Organization, Pay and Job Structures tool

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

Create the escalation path using the Manage Data tool
In the Corporate Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig

Where can you apply rule contexts? There are 2 correct answers to this question.

Response:

onInit rules

onChange rules

onSave rules

onView rules

onChange rules

onSave rules

In SAP SuccessFactors, how can you ensure that specific event reasons are available only during specific times of the year, such as during the annual review period? Please choose the correct answer.

Response:

Set up a rule condition based on the system date



Manually activate and deactivate event reasons as needed

Use the "Time-Based Availability" setting in the event reason configuration

Use the "Event Reason Scheduler" feature

Use the "Time-Based Availability" setting in the event reason configuration

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

Response:

HRIS Propagation XML file

Configure Object Definition

Corporate Data Model

Manage Data

HRIS Propagation XML file

A customer requests a report with the full name of each employee and the total target compensation. The total target compensation is composed of salary and target bonus information.

How do you provide the requested information? Please choose the correct answer.

Response:

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

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

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

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

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.

What country-specific field is maintained in the CSF for Corporate Data model? Please choose the correct answer.

Response:

Corporate Address

Legal Entity Local

Job Classification Local

Global Information

Corporate Address

What reporting tools could you use to validate the job information imported for employees? There are 2 correct answers to this question.

Response:

Spreadsheet reports

Ad hoc reports

Online Report Designer

List view reports

Ad hoc reports

Online Report Designer

Which element in Employee Central is essential for defining the structure of positions within the organization? Please choose the correct answer.

Response:

Foundation Objects

Job Classification

Business Rules

Propagation Data Model

Corporate Data Model

Job classification

What properties are available when using model base objects in business rules? There are 3 correct answers to this question.



Response:

Visibility

Pii

Required

Previous Value

Max-length

Visibility

Required

Previous Value

What base object would you use in a business rule that triggers a workflow when an employee transfer occurs? Please choose the correct answer.

Response:

Job Information

Job Information Model

Employee Information Model

Employee Information

Job Information Model

Which of the following is NOT a standard notification type in SAP SuccessFactors workflow configuration? Please choose the correct answer.

Response:

Approval Required Notification

System Downtime Alert

Workflow Completion Notification

Pending Task Reminder

System Downtime Alert

How do you add a new rule type to be used in the Rules Engine? Please choose the correct answer.

Response:

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

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

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

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



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

When importing an employee data file, what happens if you leave fields of a template blank and attempt to full purge? Please choose the correct answer.

Response:

- Missing fields are added with blank values
- All data will be erased for those fields
- The system gives you an error message.
- Missing fields will get default values

All data will be erased for those fields

Which sections are available to an employee in the Global Benefits Employee Benefits screen? There are 3 correct answers to this question.

Response:

- Spot Bonus
- Payslip
- Reimbursements and Allowances
- Claims and Enrollments
- Pension Plans

Reimbursements and Allowances
Claims and Enrollments
Pension Plans

What is the purpose of the Fine Tuning activity during business configuration? Please choose the correct answer.

Response:

- To apply scoping changes to implement modules within SAP Cloud for Customer
- To adjust the list of values for all standard and custom fields based on the scoping decisions
- To check and adjust the predefined settings to meet customer requirements
- To adjust the access rights for business users in the system

To check and adjust the predefined settings to meet customer requirements

Which employment objects support a country-specific field configuration? There are 2 correct answers for this question

Response:

Pay Component Recurring

Job Relationship Info

Job Information

Employment Details

Job Information

Employment Details

How does SAP recommend that you edit a Succession Data Model? Please choose the correct answer

Response:

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

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

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

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

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

Which tools can you use to create super administrator? There are 2 correct answers to this question.

Response:

Provisioning company settings

Company Info

Manage permission roles

Manage Role based permission access

Provisioning company settings

Manage Role based permission access

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

Response:



The job Information record is deleted.

A new Job information record is created to deactivate the employee.

The employee is moved back to Manage Pending Hire.

The employee is deactivated in the system after 30 days from hire date.

A new Job information record is created to deactivate the employee

Which objects are supported in cross-entity business rules? There are 2 correct answers to this question.

Response:

Job Information

Work Permit Information

Personal Information

Pay Component Recurring

Job Information

Pay Component Recurring

In SAP SuccessFactors, how can an organization ensure that a specific business rule is applied only to employees in a specific location? Please choose the correct answer.

Response:

Set up a rule condition based on the employee's location field

Use the "Location-Based Execution" feature

Use the "Rule Location Filter" setting

Manually select employees for each rule based on location

Set up a rule condition based on the employee's location field

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? There are 3 correct answers to this question.

Response:

A user can have multiple User-IDs.

Once generated, you CANNOT change a User-ID.

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

A user can have multiple User-IDs

Once generated, you CANNOT change a User-ID

A user can have only one Person-id External



A user can have only one Person-id External.
A user can have only one User-ID.

When implementing Employee Central Core, which of the following are critical considerations for successful deployment? There are 3 correct answers to this question.

Response:

Training end-users on system functionalities.
Integrating with financial systems for payroll processing.
Ensuring data consistency with legacy HR systems.
Defining clear workflows for HR processes.
Customizing the user interface to match company branding.

Training end-users on system functionalities
Ensuring data consistency with legacy HR systems
Defining clear workflows for HR processes

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

Response:

Personal Information Edit Page
Add New Employee Wizard
Job Information History Page
Manage Organization, Pay and Job Structures

Add New Employee Wizard
Manage Organization, Pay, and Job Structures

Where can you create new positions? There are 3 correct answers to this question.

Response:

In Manage Positions
In the Position org chart
In the Manage Organization, pay and job structures tool
In The Company Settings Section
In the Manage Data Tool
In the Position Management Settings

In Manage Positions
In the Position org chart
In the Manage Data Tool

Which methods of modifying employee data trigger event reason derivation? There are 2 correct answers for this



question

Response:

Insert a new record

Use the pencil icon

Add a new employee

Use the Take Action menu

Use the pencil icon

Use the Take Action menu

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

Response:

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

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

Update the label in Configure Object Definitions.

Update the label in Text Replacement.

Update the label in Configure Object Definitions

How can an organization customize the approval steps in a workflow to include multiple approvers in SAP SuccessFactors? Please choose the correct answer.

Response:

Implement a custom approval process using third-party tools

Use the "Group Approval" feature

Use the "Multiple Approvers" setting in the workflow step configuration

Create separate approval steps for each approver

Use the "Multiple Approvers" setting in the workflow step configuration

Which portlet contains the annual salary of an employee? Please choose the correct answer.

Response:

Employment Details

Job Information

Compensation Information



Compensation Information

Spot Bonus

In your implementation project, the client gives you a requirement to automatically fill the Pay Grade field in the Job Information portlet after Job Classification field value is keyed in for an employee.

What will you code in the HRIS Propagation XML File to achieve this? There are 2 correct answers to this question.

Response:

```
<propagate foundation-element-id=" hris-element-id="jobInfo"/><field id="pagGrade"><destination field-id="pay-Grade" hris-element-id="jobInfo"/></field></propagate>
```

```
<propagation-mapping foundation-field="JobClassification.externalCode" hris-field="jobInfo.job-code"/>
```

```
<propagate foundation-element-id="JobClassification"><field id=" payGrade"><destination field-id="job-code" hris-element-id="jobInfo"/></field></propagate>
```

```
<propagation-mapping foundation-field="JobClassification.externalName" hris-field="jobInfo.job-code"/>
```

Scenario: An organization wants to categorize employee resignations based on specific reasons such as personal, professional growth, management issues, or compensation.

How can this be achieved using Event Reason Derivation? Please choose the correct answer.

Response:

Create custom event reasons for each resignation category

```
<propagate foundation-element-id="JobClassification"><field id=" payGrade"><destination field-id="job-code" hris-element-id="jobInfo"/></field></propagate> <propagation-mapping foundation-field="JobClassification.externalCode" hris-field="jobInfo.job-code"/>
```

Create custom event reasons for each resignation category



ry
Use the standard Resignation module in SAP SuccessFactors
Manually categorize resignations based on exit interviews
Integrate with an external survey tool to capture resignation reasons

How can an organization ensure that a specific workflow is triggered only under certain conditions in SAP SuccessFactors? Please choose the correct answer.
Response:
Set up workflow notifications based on conditions
Use conditional workflow triggers
Manually start the workflow when conditions are met
Link the workflow to a specific business rule

Use conditional workflow triggers

Which of the following Destination Objects are referenced for Valid When and Composite associations? There are 2 correct answers to this question.
Response:
Valid When association - Lower level object
Composite association - Parent object
Valid When association - Higher level object
Composite association - Child object

Valid When association - Higher level object
Composite association - Child object

How would you update an entire department with a new cost center? There are 2 correct answers to this question.
Response:
Configure business rules.
Import the job history.
Perform mass changes.
Import employment details.

Import the job history
Perform mass changes

When creating a new Generic Object, you want to add a field that references a Legal Entity object. How do you configure this? Please choose the correct answer.

Response:

Set field ID to LegalEntity for the new field
Choose Generic Object as data type for the new field and add LegalEntity as the valid values source
Choose Foundation Object as data type for the new field and add LegalEntity as the valid values source
Create an MDF Picklist of all Legal Entities and add it to the new field

Choose Generic Object as data type for the new field and add LegalEntity as the valid values source

What can you use to export foundation data from the system? There are 3 correct answers to this question.

Response:

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

APIs
Online report designer
Ad hoc reports

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

Response:

Enable the custom field in the Job information and use a business rule to set Edit visibility for the 2 countries
Enable the custom field with NO visibility in the 8 Country-Specific Job Information
Enable the custom field in the Job information and add the custom field in the 2 country specific Job information with Edit visibility.

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

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

What Time Off feature defines the available time types for a user? Please choose the correct answer.

Response:

Time account eligibility status

Work schedule

Time account type

Time profile

Time profile

How is the event reason derived when a business rule is enabled for import? Please choose the correct answer.

Response:

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

The event reason must be selected manually.

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

The event reason is derived using the catch all rule.

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

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

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

Response:

Employee Data

Manage User

Employee Central Effective Dated Entities

Manage Foundation Objects

Employee Central Effective Dated Entities

Which elements are part of Employee Profile configuration in Succession Data Model? There are 2 correct answers to this question.

Response:

Standard Elements

HRIS Elements

User Info Elements

HRIS Actions

Standard Elements

User Info Elements

Which of the following sections of data are entered during the hiring of a new employee? There are 3 correct answers to this question.

Response:

Compensation Information

Personal Information

Person Info

Payment Information

Job Information

Compensation Information

Personal Information

Job Information

What tags are supported in Alert Messages? There are 2 correct answers to this question.

Response:

[[SUBJECT_USER]]

[[EVENT_REASON]]

[[HRIS_ELEMENT]]

[[RECIPIENT_NAME]]

[[SUBJECT_USER]]

[[EVENT_REASON]]

What picklist feature is only available for generic object picklists? Please choose the correct answer.

Response:

Exporting

Effective dating

Language translation

Ordering

Effective Dating



How does the system connect the country-relevant Legal Entity fields to a country? There are 2 correct answers to this question.

Response:

By association, using the 3-letter ISO code of the country in the Condition Values

By association, using the countryOfRegistration code in the Source Filter Criteria

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

By association, using the countryOfRegistration code in the Condition

Score 1 of 1

Question:

By association, using the countryOfRegistration code in the Source Filter Criteria

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

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

Response:

To translate records for FOs that are defined in the Corporate Data Model

To translate MDF FO records

To translate any Generic Object records in the instance

To translate records for FOs that are defined in the Corporate Data Model and MDF FO records

To translate MDF FO records

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

Response:

1. Log in to the instance. 2. Proxy in as a user. 3. Open the Options menu and change language to German.

1. Log in to provisioning. 2. Click on the company name. 3. Open Import/Update/Export Language Packs.

1. Log in to the instance. 2. Proxy in as a user. 3. Open the Options menu and change language to German.



1. Log in to the instance.2. Proxy in as a user.3. Change the legal entity to Germany.

1. Log in to the instance.2. Proxy in as a user.3. Change the home address to Germany.

In SAP SuccessFactors, how can an organization ensure that a specific business rule is triggered only during certain times of the year, such as during the annual review period?Please choose the correct answer.

Response:

Use the "Rule Scheduler" feature

Integrate with an external calendar system

Set up a rule condition based on the system date

Manually activate and deactivate the rule as needed

Use the "Rule Scheduler" feature

Pay Component Recurring must always be preceded by which import file?Please choose the correct answer.

Response:

Compensation Information

Employment Details

Pay Component Non-Recurring

Job Information

Compensation Information

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

.- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How will you assign the Address Change rule?

Assign as onSave

Assign as onSave

Assign as onChange

Assign as saveAlert

Assign as onSave



Scenario: An organization wants to automatically assign employees to specific training courses based on their job roles. How can this be achieved using business rules? Please choose the correct answer.

Response:

- Integrate with an external training management system
- Manually assign training courses based on job roles
- Set up a rule that checks employee job roles and assigns relevant training courses
- Use the Learning module to manage training assignments

Set up a rule that checks employee job roles and assigns relevant training courses

What can you do when creating the Config UI for the Generic Object? There are 3 correct answers to this question.

Response:

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

- Add a new field
- Move field to different positions
- Remove a field

Scenario: An organization wants to set up a multi-level approval process for salary increases. Which tool in SAP SuccessFactors allows them to achieve this? Please choose the correct answer.

Response:

- Compensation Planner
- Multi-Step Approval Designer
- Salary Increase Wizard
- Workflow Builder

Workflow Builder



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

Response:

- 5
- 2
- 3
- 4

3

In the THR80 SuccessFactors HCM suite, which of the following statements are true regarding the integration capabilities? There are 3 correct answers to this question.

Response:

Integration with external LMS (Learning Management Systems) is not supported.

Integration with non-SAP systems requires additional middleware.

Real-time data synchronization is possible with SAP Fieldglass.

It allows seamless integration with third-party payroll systems.

It supports API-based integration with SAP ERP systems.

Real-time data synchronization is possible with SAP Fieldglass

It allows seamless integration with third-party payroll systems

It supports API based integration with SAP ERP systems

Which of the following are essential considerations when configuring approvals for Self-Service in SuccessFactors Employee Central? There are 3 correct answers to this question.

Response:

Setting up notification alerts for pending approvals.

Customizing the user interface.

Determining the types of requests that require approval.

Defining the approval hierarchy.

Specifying the time frame for approval expiration.

Setting up notification alerts for pending approvals

Determining the types of requests that require approval

Defining the approval hierarchy



Scenario: An organization wants to set up a workflow that notifies the IT department whenever a new employee is onboarded, to facilitate the setup of IT resources. Which tool in SAP SuccessFactors can achieve this? Please choose the correct answer.

Response:

IT Notification Builder

Employee Central Workflow Configuration

New Hire Workflow Trigger

Onboarding Workflow Designer

Employee Central Workflow Configuration

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system? There are 2 correct answers to this question.

Response:

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

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

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

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

Update the employee data file and use the Import Employee Data tool to import this file
Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population

What is the tool used to assign specific permissions in Employee Central Payroll? Please choose the correct answer.

Response:

Manage Permission Roles

Manage Permission Groups

Manage Permission Roles



Manage Role-Based Permission Access
View User Permission

Scenario: A company wants to automate the onboarding process, ensuring that once a new hire's data is entered, relevant departments are notified to set up IT access, provide training materials, and schedule an orientation. How can this be set up in SAP SuccessFactors? Please choose the correct answer.

Response:

Implement a custom onboarding process using third-party tools

Use the Onboarding module with integrated workflows

Manually notify each department after entering new hire data

Set up a rule in the Business Rule Builder for onboarding

Use the Onboarding module with integrated workflows

Which of the following is not a benefit of Foundation Objects? Please choose the correct answer.

Response:

Simplification of HR tasks

Workflow Distribution

Self-service transactions

Effective Dating

Self-service transactions

Which business rule scenario is used to set default values or visibility attributes during the hire process? Please choose the correct answer.

Response:

Rules for Hire/Rehire

Generate Employee ID for Hire/Rehire

Enforce New Employment for Rehire

Internal Job History

Rules for Hire/Rehire

Which of the following is NOT a standard data portlet in the Employee Profile of SAP SuccessFactors? Please choose the correct answer.

Response:

Learning Activities

Job History

Compensation Information

Personal Information

Learning Activities

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

Response:

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

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

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

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.

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

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

What do you need to add to the data models? There are 2 correct answers to this question.

Response:

<field-criteria> as part of <hris-field="jobInfo">

<field-criteria> as part of <hris-field="location">
<association> as part of <hris-element id="location">



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

How can you update Job Information data? There are 2 correct answers to this question.

Response:

Import data using the Import and Export Data tool.

Import data using the Import Employee Data tool.

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

Import data using the Import Foundation Data tool.

Import data using the Import Employee Data tool
Directly edit data using the Take Action button on the Employee File

Which methods to alter employee files trigger event reason derivation when editing the Job Information Portlet? There are 2 correct answers to this question.

Response:

Change Job and Compensation Information from the Take Action button

History > Edit on the portlet

History > Insert New Record on the portlet

Edit (Pencil Icon) on the portlet

Change Job and Compensation Information from the Take Action button
Edit (Pencil Icon) on the portlet

In SAP SuccessFactors, how can you ensure that a generic object is associated with a specific workflow? Please choose the correct answer.

Response:

Manually trigger the workflow when the generic object is updated

Use the Workflow Designer to include the generic object

Link the generic object to the desired workflow

Implement a business rule that connects the object and workflow

Link the generic object to the desired workflow

What happens if a mapped role is deleted in Role Based Permissions? Please choose the correct answer.

Response:

The permissions are permanently removed and ungranted from the relevant groups.

The groups and roles are removed from the instance.

Nothing

Users can continue to access the role until they are removed from the relevant groups.

The permissions are permanently removed and ungranted from the relevant groups

In your project the client asks for a mechanism by which a workflow can be approved by any one of a pool of people.

What tool would you use to configure the group? Please choose the correct answer.

Response:

Manage Workflow Groups

Manage Permission Groups

Manage Workflow Requests

Manage Dynamic Groups

Manage Workflow Groups

In a generic object with a picklist field, what must be entered in the Valid Values Source? Please choose the correct answer.

Response:

Picklist Value ID

Legacy Picklist ID

Picklist Code

Picklist Value External Code

Picklist Value ID

You want to configure a business rule that will automatically propagate Job Title from the Job Classification when a new employee is hired. What object will you choose as a base object? Please choose the correct answer.

Response:

Job Information



Job Information
Job Title
Employee Information
Job Classification

Which steps are required to set up the Auto Delegation feature for a Workflow in Employee Central? There are 3 correct answers to this question.

Response:

You add the hr:field-is-delegate-supported to the Corporate Data Model

You configure Workflow with the field 'Is Delegate Support' set to Yes

The user sets up Auto Delegate through the Quick Links tile on their homepage

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

The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool

You add the hr:field-is-delegate-supported to the Corporate Data Model

You configure Workflow with the field 'Is Delegate Support' set to Yes

The user sets up Auto Delegate through the Quick Links tile on their homepage

Scenario: An organization wants to automatically assign a performance coach to employees who receive a performance rating below a certain threshold. How can this be achieved using business rules? Please choose the correct answer.

Response:

Integrate with an external coaching system

Use the Performance Coaching module to manage coach assignments

Set up a rule that checks the employee's performance rating and assigns a coach if below the threshold

Manually assign coaches based on performance ratings

Set up a rule that checks the employee's performance rating and assigns a coach if below the threshold



A customer has foundation objects (FO) and MDF foundation objects (MDF FO) maintained in SAP SuccessFactors Employee Central and needs to configure field attributes such as 'visibility' and 'required'.

Which tools would you use to configure these qualities? There are 3 correct answers to this question.

Response:

Manage Business Configuration

Import/Export Corporate Data Model

Manage Organization, pay and job structures

Import/Export Country/Region-Specific Corporate Data Model

Configure Object Definitions

Manage Business Configuration

Import/Export Corporate Data Model

Configure Object Definitions

Scenario: An organization wants to ensure that any employee transfer between departments is accompanied by a mandatory orientation session. How can this be enforced using business rules in SAP SuccessFactors? Please choose the correct answer.

Response:

Manually schedule orientation sessions for transferred employees

Use the Orientation module to manage transfer-related orientations

Integrate with an external scheduling system for orientations

Implement a rule that checks for orientation completion after a department transfer

Implement a rule that checks for orientation completion after a department transfer

How can an organization track and analyze the most common event reasons over a period of time in SAP SuccessFactors? Please choose the correct answer.

Response:



Manually review all event reasons in the system Integrate with an external analytics tool Use the Event Reason Analytics tool Generate a report using the Report Center	Generate a report using the Report Center
How does SAP recommend that you add a value to an existing picklist in Picklist Management? There are 2 correct answers to this question. Response: Download the picklist import template file. Insert a new row into the picklist file. Export the picklist from the system. Leave the picklistID blank.	Insert a new row into the picklist file Export the picklist from the system
Which of the following is NOT a standard feature of generic objects in SAP SuccessFactors? Please choose the correct answer. Response: Custom data fields Built-in analytics and reporting Automatic data synchronization with external systems Associated workflows	Automatic data synchronization with external systems
Foundation Object records can be managed using these Admin Functions: There are 2 correct answers to this question. Response: Import and Export Foundation Data Manage Data without admin functions Manage Organization, Pay, and Job Structures Import Foundation Data	Manage Organization, Pay, and Job Structures Import Foundation Data
You are importing the job history (job information) for an employee. You receive an error message that the specified	



manager does not exist.

You check the system and confirm the manager does exist in the system. What is wrong? Please choose the correct answer.

Response:

The manager is in a different legal entity

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

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

The manager is in a different location

The manager's hire data is after the import start date

What tool do you use to add a new field to an existing Generic Object? Please choose the correct answer.

Response:

Configure Object Definitions

Corporate Data Model

Manage Data

Manage Organization, Pay and Job Structures

Configure Object Definitions

What is a key advantage of using the Metadata Framework (MDF) in SuccessFactors? Please choose the correct answer.

Response:

It provides a standardized data model for all customers.

It automates the data migration process.

It enhances data visualization and reporting capabilities.

It enables the creation and management of custom objects and fields

It enables the creation and management of custom objects and fields

Scenario: An organization wants to ensure that their HR system reflects accurate reporting lines and organizational structure at all times. Which functionalities of Employee Central should they focus on? There are 3 correct answers to this question.

Response:



Organizational Chart
Succession Data Model
Business Rules
Position Management
Custom Fields

Organizational Chart
Succession Data Model
Position Management

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

Response:

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

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

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

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

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

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

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

Which data types does SAP SuccessFactors recommend for these fields? Please choose the correct answer.

Response:

1. Data Source



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

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

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

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

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

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

Response:

In the Manage data tool

In the location element in the CSF Corporate data model

In the Manage Organization, Pay and Job Structure tool

In the Location elements in the CSF Corporate data model

In the Manage Organization, Pay and Job Structure tool

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What option will you configure in the workflow to achieve this?Please choose the correct answer.

Response:

Dynamic Group



Dynamic Group
CC Role
Permission Group
Dynamic Role

What can you do with the Pivot Query Designer? There are 2 correct answers to this question.

Response:

You can manipulate list report data.

You can create tables and charts.

You can schedule the distribution of created tables and charts directly from the tool.

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

You can manipulate list report data

You can create tables and charts

Which of the following actions can be performed using the Manage Position tool in SAP SuccessFactors Employee Central? Please choose the correct answer.

Response:

Define matrix relationships for positions

Manage employee time off

Update compensation structures

Assign roles to employees

Create and maintain job classifications

Define matrix relationships for positions

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

In order to troubleshoot the issues with the data, what tool can the customer use to find the error log file? Please choose the correct answer.

Response:

Export Extended User information

Import Employee Data

Monitor Job



Import and Export data
Monitor Job

In which of the following HRIS elements do you assign workflow derivation rules for new hires? Please choose the correct answer.

Response:

Compensation Information

Personal Information

Biographical Information

Job Information

Job Information

How does the effective start date of a record affect Valid When associations? There are 2 correct answers to this question.

Response:

You can associate a child record that precedes the parent's effective start date.

You can associate records with the same effective start dates.

You can associate a child record if it is after the parent's effective start date.

You can only associate records when they were created the same day

You can associate records with the same effective start dates

You can associate a child record if it is after the parent's effective start date

Scenario: A company wants to ensure that all position changes are reviewed and approved by the HR manager and the department head. Which functionalities in Employee Central should they configure? There are 3 correct answers to this question.

Response:

Workflow Rules

Job Information

Foundation Objects

Workflow Rules

Business Rules

Position Management



Business Rules
Position Management

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

Which tool in the Admin Center do you use to activate the Global Benefits tab? Please choose the correct answer.

Response:

Benefits Admin Overview

Manage Configuration UI

Manage Employee Central Settings

Configure Employee Files

Configure Employee Files

What tool can you use to export job classification data from the system? There are 2 correct answers to this question.

Response:

Manage Organization, Pay and Job structures

Import Foundation data

Ad-Hoc reports

Import and Export data

Ad-Hoc reports

Import and Export data

What are characteristics of a generic (MDF) picklist? There are 2 correct answers to this question.

Response:

The picklist value order is set globally.

Picklists are effectively dated.

Picklists can be used for all foundation objects.

Picklist values can be deleted.

Picklists are effectively dated

Picklist values can be deleted

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

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

Response:

You cannot edit the Headquarters record once it is created.

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

The effective start dates of the records are not compatible.

You did not properly save the new Legal Entity.

The effective start dates of the records are not compatible

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

Response:

The objects can either all be global or all be specific to one country, but not a mixture of global and specific to one country.

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

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

Country-specific objects must all related to one country, however you can't combine countries.

The objects can either all be global or all be specific to one country, or a mixture of global and specific to one country
Country-specific objects must all relate to one country, and you can combine countries

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

Response:

Employee view

Manage user

Employee Data



Employee Central Effective Dated Entities
Employee Data

What value do you enter in the manager field when importing employee data? Please choose the correct answer.

Response:

Manager's e-mail address

Manager's user ID

Manager's employee ID

Manager's user name

Manager's user ID

What is the identifier that represents the employment of an employee? Please choose the correct answer.

Response:

Position ID

User ID

Person ID

Job Code ID

User ID

Which import files are mandatory in order to create a new employee in SAP SuccessFactors Employee Central? There are 3 correct answers to this question.

Response:

Job History

Basic Import

Employment details

Biographical Information

Personal Information

Basic Import

Employment details

Biographical Information

Which of the following is not found on the quick card? Please choose the correct answer.

Response:

Email

National ID



National ID
Org Chart
Go To
Take Action

In which permission category would you grant a user permission to view their hire date within the Employment Details section? Please choose the correct answer.

Response:

Employee Data
Employee Views
Reports Permission
Employee Central Effective Dated Entities

Employee Data

Which of the following are feature of MDF picklists? There are 3 correct answers to this question.

Response:

MDF picklists are used for Generic Objects
MDF picklist values can be deleted
MDF picklists are effectively dated
Order of the values is set globally for all MDF picklists
Unused values in a MDF picklist can be marked as OBSOLETE

MDF picklists are used for Generic Objects
MDF picklists values can be deleted
MDF picklists are effectively dated

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? There are 3 correct answers to this question.

Response:

Change the status.
Change the external_code of an event.
Add a new event.
Add a new language translation.
Change the labels.

Change the status
Add a new language translation
Change the labels



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

Response:

Go to <dg-filters> then add cost-center

Go to <custom-filters> then add cost-center

Go to <hris-field id="cost-center"> then add filter="true"

Go to <hris-element="jobInfo"> then add dg-filter="true"

Go to <dg-filters> then add cost-center

You create a new Division record for an engineering division that will be starting next month. You also identify a person as the Head of the division.

When you access the Division Head's job information via History > Edit, the new division does not appear in the drop down list of divisions.

Why does it NOT appear? Please choose the correct answer.

Response:

The Division record is NOT active at the start of the Division Head's job information record

The HRIS-sync jobs has NOT run yet

The MDF Picklist to Legacy Picklist Map record is NOT created

The propagation is incorrectly configured

The Division record is NOT active at the start of the Division Head's job information record

Your customer needs to set up a workflow to direct approval processes to the head of a business unit. Which approver type do you use? Please choose the correct answer.

Response:

Manager

Role

Dynamic Role

Dynamic Group

Dynamic Role



How do you enable a Company Structure Overview? There are 3 correct answers to this question.

Response:

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

Configure the Company Structure Definition record
Enable the feature in Manage Employee Central Settings
Assign permissions to the company structure objects

Which of the following are effective dating options for generic objects? There are 3 correct answers to this question.

Response:

Multiple changes per day
Incremental
None
Basic
Partial

Multiple changes per day
None
Basic

Where do you configure the fields in a dynamic role? Please choose the correct answer.

Response:

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

In the Corporate Data Model

Which data model in Employee Central contains information about the relationships between different entities within the company? Please choose the correct answer.

Response:

Foundation Data Model
Corporate Data Model

Corporate Data Model



Succession Data Model
Job Information Data Model
Propagation Data Model

A Legal entity record with an effective start date of today can be associated with which location record? There are 2 correct answers to this question.

Response:

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

A location record with an effective start date of today.

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

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

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

A location record with an effective start date of today

Scenario: An organization wants to ensure that any salary increase above 10% requires additional approval. How can this be set up using business rules? Please choose the correct answer.

Response:

Implement a rule that checks salary increases and triggers an approval workflow if above 10%

Manually review all salary increases

Set a global cap on salary increases at 10%

Use the Compensation module to manage salary increases

Implement a rule that checks salary increases and triggers an approval workflow if above 10%

Which of the following scenarios best demonstrates the need for effective Position Management in Employee Central Core? Please choose the correct answer.

Response:

A company requires a system to automate its payroll processes.



An organization seeks to improve its employee performance review process.

A rapidly growing enterprise needs to manage its expanding organizational structure and reporting lines efficiently.

A small business wants to implement an employee self-service portal for personal data management.

A rapidly growing enterprise needs to manage its expanding organizational structure and reporting lines efficiently

What is the sequence of importing Data Models?Please choose the correct answer.

Response:

Corporate Data Model > Succession Data Model > CSF
Succession Data Model > CSF Corporate Data Model
Succession Data Model > Corporate Data Model > CSF
Corporate Data Model > CSF Succession Data Model
Corporate Data Model > CSF Corporate Data Model >
Succession Data Model > CSF Succession Data Model
Succession Data Model > CSF Succession Data Model >
Corporate Data Model > CSF Corporate Data Model

Corporate Data Model > CSF Corporate Data Model >
Succession Data Model > CSF Corporate Data Model

In the context of Employee Central Core, which aspect is crucial for managing global assignments effectively?Please choose the correct answer.

Response:

Localization of payroll systems.
Customization of employee self-service portals.
Compliance with local and global data regulations.
Integration with external travel management systems.

Compliance with local and global data regulations

What actions can you take within the Manage Business Configuration tool?There are 3 correct answers to this question.

Response:

Create a new picklist.

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

Add a custom field to the employee files
Change the label of a field
Change the visibility of a field to read-only

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

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

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

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

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

Employee Files --> Files Import Foundation Data
Employee Files --> Manage Organization, Pay, and Job Structures



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

Response:

Import/Export Corporate Data Model

Manage Organization, Pay and Job Structures

Manage Business Configuration

Configure Object Definitions

Import/Export Country/Region-Specific Corporate Data Model

Import/Export Corporate Data Model

Manage Business Configuration

Configure Object Definitions

As a best practice, the FTE field must be visible to the HR department and to managers. They should not be able to edit this field. How would you configure the FTE field in the system? There are 2 correct answers to this question.

Response:

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

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

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

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

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

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

Scenario: A company wants to implement a process where new hire information automatically updates relevant fields in the system. Which features should they focus on? There are 3 correct answers to this question.

Response:



Business Rules

Propagation Data Model

Position Management

Employee Central Core

Workflow Rules

Business Rules

Propagation Data Model

Workflow Rules

Which of the following are features of picklists created in the Picklist center? There are 2 correct answers to this question

Response:

Unused values in a picklist can be marked as a OBSOLETE

PICKLISTS are used for Generic objects.

PICKLISTS are effectively dated.

Order of the values is set globally for all picklists

PICKLISTS are used for Generic objects
PICKLISTS are effectively dated

Which object requires entity type to be configured in HRIS sync mapping? Please choose the correct answer.

Response:

personInfo

jobInfo

compInfo

phoneInfo

phoneInfo

You want to create a generic (MDF) object that has a composite association with two other MDF objects. Where do you define the association? Please choose the correct answer.

Response:

In the Manage Data tool

In the Corporate data model

In the Configure Business Rules tool

In the Configure Object Definition tool

In the Configure Object Definition tool



In which business rule scenario do you use model base objects? There are 2 correct answers to this question.

Response:

Rules for Hire/Rehire

Calculate Full-Time Equivalent

Internal Job History

Trigger Workflows

Rules for Hire/Rehire

Calculate Full-Time Equivalent

Scenario: A multinational corporation is implementing Employee Central Core. They need a robust system to manage a diverse workforce across various regions. Which Employee Central Core functionalities are essential for this scenario? There are 3 correct answers to this question.

Response:

Multi-language support and localization features.

Customizable user interfaces for different regions.

Global assignment management tools.

Region-specific compliance reporting tools.

Automated workforce analytics for global insights.

Multi-language support and localization features

Global assignment management tools

Region-specific compliance reporting tools

Your company has two hiring processes: one for employees and one for contractors. How can you trigger different workflows for each of these hiring processes? There are 2 correct answers to this question.

Response:

Create two hire event reasons.

Connect each workflow to each hire event.

Connect each workflow to each hire event reason.

Create two hire events.

Create two hire event reasons

Connect each workflow to each hire event reason

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



template.

What actions must you take to accomplish this? There are 2 correct answers to this question.

Response:

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

Create a template that includes two to ten pages.

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

Create a template that includes a custom MDF object.

Assign HR admins to use the hire template in Manage Data

Create a template that include a custom MDF object

Scenario: A company needs to streamline their approval process for position changes to ensure that all relevant managers are notified. Which steps should they take within Employee Central? There are 3 correct answers to this question.

Response:

Configure Business Rules

Utilize Position Management

Set up Workflow Rules

Update Foundation Objects

Adjust Permissions

Configure Business Rules

Utilize POsition Management

Set up Workflow Rules

Which of the following is NOT a standard trigger for business rules in SAP SuccessFactors? Please choose the correct answer.

Response:

Data change

Workflow initiation

System login

Scheduled time

System login

In SAP SuccessFactors, how can you test an HR transaction rule before implementing it in the live environment? Please



choose the correct answer.

Response:

Use the "Rule Simulation" feature

Implement the rule and monitor the results

Test the rule in a separate test instance

Use the "Rule Debugger" tool

Use the "Rule Simulation" feature

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

Response:

Advanced join editor

Calculated column

Filter

Report distributor

Advanced join editor

Which tools are available in Admin Center to import FO records? There are 2 correct answers to this question.

Response:

Import Foundation Data

Import and Export Data

Import Extended User Information

Import Employee Data

Import Foundation Data

Import and Export Data

How do you define Event Reasons as country specific? There are 3 correct answers to this question.

Response:

Make a correction to the definition of the Country object

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

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

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

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

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

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



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

Scenario: An organization wants to categorize employee terminations based on specific reasons such as retirement, resignation, or layoff. How can this be achieved using Event Reason Derivation? Please choose the correct answer.

Response:

Create custom event reasons for each termination category

Use the standard Termination module in SAP SuccessFactors

Integrate with an external survey tool to capture termination reasons

Manually categorize terminations based on exit interviews

Create custom event reasons for each termination category

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

Response:

Enroll employees in benefits

Set up benefit permissions

Associate workflows to benefits

Create and edit benefits

Associate workflows to benefits
Create and edit benefits

Where can a user delegate some tasks to another user in an instance? Please choose the correct answer.

Response:

In Manage Data

In Manage Organization, Pay and Job Structures

In Options --> Assign Proxy

In Options --> Notifications

In Options --> Assign Proxy

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.

Response:

In the Configure Business Rules tool

In the Manage Permission Groups tool

In the Manage Workflow Groups tool

In the Manage Organization, Pay and Job Structures tool

In the Manage Workflow Groups tool

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files? There are 2 correct answers to this question.

Response:

Create at least one configuration UI for the object

Set the externalCode field to Read Only.

Set the externalCode field to Data Type = User.

Create a Valid When association for the object

Create at least one configuration UI for the object

Set the externalCode field to Data Type = User

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

Response:

Country-specific Succession Data Model

Succession Data Model

Country/Region object definition

Country-specific Corporate Data Model

Country-specific Succession Data Model

What are the employment-related entities supported by the cross-entity rules? Please select all the correct answers that apply.

Response:

Pay Component Recurring

Employment Information

Pay Component Recurring

Employment Information

Pay Component Non-Recurring



Personal Information

Pay Component Non-Recurring

Job Information

Compensation Information

Work Permit Information

Job Relationships

Job Information

Compensation Information

Job Relationships

When using Import Employee Data, what must you include in your import file for Employee Central data? Please choose the correct answer.

Response:

User ID field

All fields for the object

Business key fields

Person ID field

Business key fields

A global company using THR81 for talent management finds that their employees in different regions have varying access to performance review data. What could be the reason for this discrepancy? There are 2 correct answers to this question.

Response:

Language and localization settings in the system.

Inconsistent role-based permission settings.

Different data privacy laws in various regions.

Lack of integration between regional systems.

Inconsistent role-based permission settings
Different data privacy laws in various regions

Where can you change the Workflow Approver? Please choose the correct answer.

Response:

Manage Workflow Groups

Manage Organization, Pay and Structures > Dynamic Role

Manage Workflow Requests



Manage Organization, Pay and Structures > Workflow
Manage Workflow Requests

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

What is a possible reason that the customer is experiencing this problem? Please choose the correct answer.

Response:

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

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

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

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

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

Which of the following portlets use effective dating? There are 2 correct answers to this question.

Response:

Employment Details

Contact Information

Personal Information

Job Information

Personal Information

Job Information

In SAP SuccessFactors, how can you ensure that a workflow is automatically terminated if it remains pending for a specific duration? Please choose the correct answer.

Response:

Set up a business rule to check for pending workflows and

terminate them

Use the "Auto-Terminate" setting in the workflow configuration

Manually terminate pending workflows after reviewing them

Use the "Workflow Timeout" feature

Use the "Workflow Timeout" feature

Which HR objects support import restrictions? There are 3 correct answers for this question

Response:

Compensation Information

Personal Information

Employment Details

Job Relationships

Job Information

Compensation Information

Job Relationships

Job Information

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

Which business rule scenarios will you use to raise the error message in Addresses? There are 2 correct answers to this question.

Response:

Trigger onChange Rules for HRIS Elements

Basic Rule scenario

Trigger onSave Rules for HRIS Elements

Trigger Rules to Validate HRIS Elements

Basic Rule scenario

Trigger Rules to Validate HRIS Elements

How do you control what fields can be seen on a Contingent Worker's employee file? There are 2 correct answers to this question.

Response:

Configure People Profile

Manage Business Configuration

Manage Business Configuration

Role Based Permissions



Business Rules

Role Based Permissions

Events are defined in

Please choose the correct answer.

Response:

Picklists

Data models

Manager Pay, organization and Job structures

Employee files

Picklists

You are creating a New Hire Rule which will trigger on the Job Information base object when hiring a new employee.

How do you ensure that this rule triggers?

Please choose the correct answers.

Response:

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

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

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

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

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

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

Please choose the correct answer.

Response:

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

Create filter criteria in the position org chart

Create filter criteria in the position object

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

Create filter criteria in the position object



How do you migrate to the role-based permission framework? There are 3 correct answers to this question.

Response:

You fill out a configuration workbook to help SuccessFactors understand the roles required by your company.

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

You perform a user acceptance testing on the test system.

SuccessFactors validate the configuration in the production system.

SuccessFactors configures permissions in a test system for you.

You fill out a configuration workbook to help SuccessFactors understand the roles required by your company

You perform a user acceptance testing on the test system

SuccessFactors configures permissions in a test system for you

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

How will you achieve this? There are 3 correct answers to this question.

Response:

Create a business rule to propagate fields from the Job classification object to the pay grade field.

Add an onChange rule trigger to the job-code hris-field in the Succession Data Model

Add an onSave rule trigger to the jobinfo hris-element in the Succession Data Model.

Create a business rule with Job Classification as the base object

Create a business rule with the base object Job Information

Create a business rule to propagate fields from the Job classification object to the pay grade field

Add an onChange rule trigger to the job-code hris-field in the Succession Data Model

Create a business rule with the base object Job Information

Which objects do not support `&&NO_OVERWRITE&&` in imports? There are 2 correct answers to this question.



Response:

Job Relationships

Address Information

Personal Information

Employment Details

Job Relationships

Address Information

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.

Response:

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

In the next custom field that is available in the globalInfo element of the Succession Data Model

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

In the next custom field that is available in the personalInfo element of the Succession Data Model

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

What does a full purge import do? Please choose the correct answer.

Response:

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

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

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

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

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

Which of the following is NOT a standard association type for generic objects in SAP SuccessFactors? Please choose



the correct answer.

Response:

Many-to-Many

Parent-to-Child

One-to-One

One-to-Many

Parent-to-Child

You need to add custom Country Specific Fields that appear in the Personal Information Portlet. How do you add the fields? There are 2 correct answers to this question.

Response:

Upload the CSF for Succession Data Model in Provisioning

Add the custom to the hris-element personalInfo

Add the custom fields to the hris-element globalInfo

Upload the CSF for Corporate Data Model in Provisioning

Upload the CSF for Succession Data Model in Provisioning

Add the custom fields to the hris-element globalInfo

Which action will trigger a system validation for an in-progress workflow? Please choose the correct answer.

Response:

Rehiring an inactive employee

Updating Job Information with the same effective date

Terminating an employee

Adding a new employee

Updating Job Information with the same effective date

Which user interfaces are used by the Payroll Administrator? There are 2 correct answers to this question.

Response:

Unassigned Alerts

Manage Processes

My Processes

My Alerts

Manage Policies

Unassigned Alerts

My Alerts



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.

Response:

CC role

Workflow group

Workflow contributor

Dynamic role

Dynamic role

In which ways can you modify a configuration user interface (UI) for a generic object? There are 3 correct answers to this question.

Response:

Add new fields.

Change object names.

Add picklists.

Change field data types.

Change the location of fields.

Add new fields

Change object names

Change the location of fields

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

Response:

Source

Target

Approver

Contributors

Target

You need to set up a new warning message that will appear when an employee modifies their marital status in their employee data. How would you set up this rule? There are 2 correct answers to this question.



Response:

Create a message definition under Manage Data.

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

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

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

Create a message definition under Manage Data
Assign the rule to the appropriate field in the Succession Data Model

What are the key considerations when creating rules to automate HR transactions in SuccessFactors Employee Central? There are 3 correct answers to this question.

Response:

Limiting rule complexity to reduce system performance impact.

Integrating rules with external HR systems.

Configuring rules to trigger based on specific data changes.

Customizing rules for different departments or locations.

Ensuring rules are aligned with organizational policies.

Configuring rules to trigger based on specific data changes
Customizing rules for different departments or locations
Ensuring rules are aligned with organizational policies

Which objects do not support Propagation &&NO_OVERWRITE&&? There are 2 correct answers to this question.

Response:

Address Information

Job Relationships

Employment Details

Personal Information.

Address Information
Job Relationships

Which user interfaces are used by the Payroll Manager? There are 3 correct answers to this question.

Response:

My Alerts

Manage Policies



Unassigned Alerts
My Processes
Manage Processes

Manage Policies
My Processes
Manage Processes

How can you configure event reason derivation rules to improve performance? Please choose the correct answer.

Response:

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

Configure the rule Event Type to onChange

Which tools can you use to assign Business rules? There are 3 correct answers to this question.

Response:

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

Succession Data Model
Manage Business Configuration
Configure Object Definitions

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

Response:

Destination Field Value
Composite association
Label
Valid Values Source

Valid Values Source

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 re-



quirement?There are 2 correct answers to this question.

Response:

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

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

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

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

Use the Proxy Management tool to configure the requested proxy assignments

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

Scenario: A multinational company is rolling out Employee Central Core. They aim to manage employee data effectively across different regions. Which features of Employee Central Core are critical for achieving this goal?There are 3 correct answers to this question.

Response:

Integration with local HR systems.

Global assignment management.

Region-specific compliance features.

Multi-language support.

Customizable reporting tools for global analytics.

Global assignment management

Region-specific compliance features

Multi-language support

What is an advanced feature of the Performance & Goals module in THR81?There are 3 correct answers to this question.

Response:

Integration with external performance appraisal systems.

Customizable performance review templates.

Automated goal alignment with organizational objectives.

Customizable performance review templates

Automated goal alignment with organizational objectives

Continuous performance management with real-time feedback



AI-driven suggestions for employee development plans.
Continuous performance management with real-time feedback.

In modifying the SuccessFactors Data Model, what considerations are crucial for maintaining an efficient and effective data structure? There are 3 correct answers to this question.

Response:

Regularly updating the data model to reflect changes in data privacy laws.

Integrating the data model with external analytics tools.

Customizing data fields to suit specific business requirements.

Implementing data validation rules to ensure data quality.

Ensuring data model flexibility to accommodate organizational changes.

Customize data fields to suit specific business requirements

Implementing data validation rules to ensure data quality

Ensuring data model flexibility to accommodate organizational changes

Where can you edit the message that an approver receives during the workflow process? Please choose the correct answer.

Response:

In the E-Mail Notification Templates Settings tool

In the Manage Organization, Pay and Job Structures tool

In the Manage Workflow Requests tool

In the Modify Form Route Map tool

In the E-Mail Notification Templates Settings tool

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What option will you configure in the workflow to achieve this? Please choose the correct answer.

Response:

CC Role

Dynamic Group



Dynamic Group
Permission Group
Dynamic Role

Which type of business rule is supported by the Event Reason Derivation Business Rule scenario? Please choose the correct answer.

Response:

OnEdit
OnChange
OnPostSave
OnSave

OnSave

In SAP SuccessFactors, how can you ensure that an approval process is bypassed under certain conditions, such as minor data changes? Please choose the correct answer.

Response:

Use the "Auto-Approve" feature for minor changes
Use conditional approval workflows
Manually approve minor data changes without a workflow
Set up a rule that bypasses the approval for specific changes

Use conditional approval workflows

Where do you set up concurrent employment for an employee? Please choose the correct answer.

Response:

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

Employment Information

Your customer wants you to create a custom field in the Succession Data Model that allows employees to add their



three letter ISO country code to their profile.
Which XML configuration correctly defines this field? Please choose the correct answer.

Response:

```
<hris-field max-length="3" id="custom-string1"
visibility="both" required="false" allow im-
port="false" showTrailingZeros="false"><label>ISO
Code</label></hris-field>
<hris-field id="custom-long1" visibility="both" re-
quired="false" pii="3" allow- import="false" showTrail-
ingZeros="false"><label>ISO Code</label></hris-field>
<hris-field max-length="3" id="custom-long1" vis-
ibility="both" required="false" allow- im-
port="false" showTrailingZeros="false"><label>ISO
Code</label></hris-field>
<hris-field id="custom-string1" visibility="both" re-
quired="false" pii="3" allow- import="false" showTrail-
ingZeros="false"><label>ISO Code</label></hris-field>
```

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

What data elements are only valid for a generic object field? There are 2 correct answers to this question.

Response:

String
Date
Auto Number
User

Auto Number
User

Which feature in SAP SuccessFactors allows users to create custom objects without coding? Please choose the correct answer.

Response:

Custom Object Builder
Object Management Tool

Metadata Framework (MDF)



Object Designer
Metadata Framework (MDF)

In SAP SuccessFactors, how can you ensure that specific event reasons are available only for specific types of HR events? Please choose the correct answer.

Response:

- Use the "Event Type Filter" setting
- Manually select event reasons for each HR event type
- Use the "Event Reason Scope" feature
- Implement a rule that checks event types before displaying reasons

Use the "Event Type Filter" setting

What field attribute do you use to mask a sensitive field on a screen? Please choose the correct answer.

Response:

- visibility
- pii
- type
- id

pii

How do you enable Position Management? There are 3 correct answers to this question.

Response:

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

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

Scenario: A company wants to ensure that any change in an employee's department is documented with a specific reason, whether it's a promotion, lateral move, or demotion. How can this requirement be enforced using Event



Reason Derivation? Please choose the correct answer.

Response:

Train HR staff to manually enter reasons for each change

Use the "Mandatory Reason" setting in the Department module

Implement a workflow that prompts for a reason during department changes

Set up a rule that requires a reason for every department change

Set up a rule that requires a reason for every department change

Scenario: An organization wants to track the reasons why employees decline job offers after interviews. They want to categorize reasons such as compensation, location, job role, or company culture.

How can this be set up using Event Reason Derivation? Please choose the correct answer.

Response:

Integrate with an external survey tool to capture decline reasons

Create custom event reasons for each decline category

Use the standard Job Offer module in SAP SuccessFactors

Manually categorize declines based on feedback forms

Create custom event reasons for each decline category

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

Which fields need to be maintained in Job Information - Time information section for the correct setup of Time Off functionality? There are 3 correct answers to this question.

Response:

Accrual Rule

Work Schedule

Holiday Calendar

Work Schedule
Holiday Calendar
Time Type Profile



Time Type Profile

Time Account Type

When troubleshooting Event Reason Derivation, which of the following is a common issue you might encounter? Please choose the correct answer.

Response:

- Event reasons not appearing in reporting.
- Inability to link event reasons with job information.
- Incorrect event reasons derived for global assignments.
- Event reasons triggering incorrect workflows.

Event reasons triggering incorrect workflows

How many business rules must be created a set up a "catch all" workflow for the job information portlet? Please choose the correct answer.

Response:

- 3
- 2
- 1
- 4

1

In SAP SuccessFactors, how can an organization ensure that a custom generic object is integrated with specific workflows? Please choose the correct answer.

Response:

- Manually trigger the workflow when the generic object is updated
- Use the "Object-Workflow Integration" feature
- Link the generic object to the desired workflow using the Metadata Framework (MDF)
- Implement a business rule that connects the object and workflow

Link the generic object to the desired workflow using the Metadata Framework (MDF)



How is a country-specific field created for MDF foundation objects? Please choose the correct answer.

Response:

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

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

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

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

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

Scenario: An organization wants to set up a workflow that sends a notification to the Finance department whenever an employee's salary changes. Which tool in SAP SuccessFactors can achieve this? Please choose the correct answer.

Response:

Employee Central Workflow Configuration

Finance Notification Builder

Salary Change Notifier

Compensation Monitor

Employee Central Workflow Configuration

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

Response:

For future manager, set Context: Target

For future manager, set Context: Source

For current manager, set Context: Target

For current manager, set Context: Source

For future manager, set Context: Target

For current manager, set Context: Source



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

Response:

Pay component group

Pay component

Pay range

Pay grade

Pay range

Which of the following actions can you complete in the position organization chart? There are 3 correct answers to this question.

Response:

Search by an employee's name.

View the positional hierarchy at a certain point in time.

Add a new employee

Add a higher-level position.

Show inactive positions

Search by an employee's name

View the positional hierarchy at a certain point in time

Show inactive positions

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

How is this handled? Please choose the correct answer.

Response:

Deactivate the workflow referenced in the rule

Set the Rule Context for Mass Changes to NO

Set the Rule Context for Mass Changes to YES

Deactivate the rule that would trigger the workflow

Deactivate the rule that would trigger the workflow

Alert Notification is supported in which entities? There are 2 correct answers to this question.



Response:

Personal Information

Pay Component Recurring

Job Information

Address Information

Pay Component Recurring
Job Information

Which are possible file formats used in Ad Hoc Report? Please select all the correct answers that apply.

Response:

PDF

PPT

Excel

CSV

PDF

PPT

Excel

CSV

Score 1 of 1

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

What is the SAP SuccessFactors recommendation to configure this field? Please choose the correct answer.

Response:

Set the status of the field to inactive

Delete the field from the list of fields

Set the visibility of the field to none

Delete the association to the field

Set the visibility of the field to none

Scenario: An organization wants to automatically assign a reason when an employee's job function changes from "Sales" to "Marketing". Which tool in SAP SuccessFactors facilitates this? Please choose the correct answer.

Response:

Position Management Tool

Role-Based Permissions

Event Derivation Rule Builder

Job Change Wizard

Event Derivation Rule Builder

How do you configure alert recipients? Please choose the correct answer.

Response:

Recipients are configured within the EC Alert Business Rule.

Recipients are configured as workflow contributors.

Recipients are configured in Manage Data.

Recipients are configured as workflow approvers.

Recipients are configured as workflow approvers

Which configuration sections are available when a generic object definition is created using the Metadata Framework? There are 3 correct answers to this question.

Response:

Picklist Values

Security

Associations

Configuration UI

Searchable Fields

Security

Associations

Searchable Fields

How does the system validate the destination object for composite associations? Please choose the correct answer.

Response:

The system validates if the destination object has an effective dating set to None.

The system validates if the destination object has an effective dating set to From Parent.

The system validates if the destination object has an effective dating set to Basic.

The system validates if the destination object has an effective dating set to Multiple Changes Per Day.

The system validates if the destination object has an effective dating set to From Parent

Which of the following determines how far back an employee can retro in payroll? There are 3 correct answers to this question.

Response:

Accounted to date in Infotype

Employee Hiring Date

Earliest Retroactive Account period in the control record

Earliest personal retroactive accounting date in Infotype

Run Payroll up to date in Infotype

Employee Hiring Date

Earliest Retroactive Account period in the control record

Earliest personal retroactive accounting date in Infotype

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

Response:

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

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

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

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

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

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

Response:

A new mapping in the HRIS Sync data model

A new association in the Position generic (MDF) object

A new business rule in the Configure Business Rules tool.

A new job in the Manage Scheduled jobs tool

A new business rule in the Configure Business Rules tool

Which events are NOT supported by event reason derivation? There are 2 correct answers to this question.



Response:

Hire

Termination

Transfer

Data change

Termination

Data Change

What are the types of Multiplicities available to configure associations? There are 2 correct answers to this question.

Response:

Many to One

One to Many

Many to Many

One to One

One to Many

One to One

Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue? There are 3 correct answers to this question.

Response:

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

Check the picklist values for the picklist ID for the Suffix field.

Check the employee data import file.

Check the employee data using the employee export.

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

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

Check the picklist values for the picklist ID for the Suffix field.

Check the employee data import file.



Which object supports partial imports? There are 2 correct answers for this question

Response:

Job Relationships

Employment Details

Addresses

Job History

Employment Details

Job History



Which of the following is NOT a typical use of generic objects in SAP SuccessFactors? Please choose the correct answer.

Response:

Storing custom data fields

Customizing the user interface

Managing custom workflows

Defining new HR processes

Customizing the user interface

How do you add another approver to an in-progress workflow? Please choose the correct answer.

Response:

Go to Manage Route Map to divert the request to another approver.

Go to Auto Delegate to assign a new approver.

Go to Manage Organization, Pay and Job structures to add an approver to the workflow configuration.

Go to Manage Workflow Request to insert a new approver.

Go to Manage Workflow Request to insert a new approver

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

What happens when this employee views the untranslated field? Please choose the correct answer.

Response:

The employee will see the field with a blank label.

The employee will NOT see the field.

The employee will see the default label.

The employee will see an error message.

The employee will see the default label

Scenario: A company wants to set up a feedback system where employees can submit feedback on internal training sessions. They want to capture the training topic,



feedback text, and a rating.

How can this be set up using generic objects? Please choose the correct answer.

Response:

Set up a feedback workflow without using generic objects

Create a generic object for feedback with fields for training topic, feedback text, and rating

Use the standard Feedback module in SAP SuccessFactors

Integrate with an external feedback collection tool

Create a generic object for feedback with fields for training topic, feedback text, and rating

Which of the following is not a Foundation Object? Please choose the correct answer.

Response:

Job Information

Pay group

Department

Frequency

Legal Entity

Frequency

What is the identifier that represents the employment of an employee? Please choose the correct answer.

Response:

Person ID

User ID

Job Code ID

Position ID

User ID

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.

Response:



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

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

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

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

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

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

Response:

Set Mass Changes rule context to No.

Set Mass Changes rule context to Yes.

Set Imports rule context to No.

Set Imports rule context to Yes.

Set Mass Changes rule context to NO

How can an organization ensure that data entered into a custom generic object is validated for accuracy and consistency? Please choose the correct answer.

Response:

Use the Data Validation feature in the Metadata Framework (MDF)

Rely on system-generated error messages for the generic object

Manually review all data entries in the generic object

Implement a third-party data validation tool

Use the Data Validation feature in the Metadata Framework (MDF)

Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the system? There are 2 correct answers to this question.



Response:

Import picklists.

Configure role-based permissions.

Import employee data.

Configure the Corporate Data Model and the Succession Data Model.

Import picklists

Configure the Corporate Data Model and the Succession Data Model

In Employee Central, which of the following can be configured using Business Rules? Please choose the correct answer.

Response:

Employee self-service portals

Data privacy settings

Automated workflow triggers

Data privacy settings

Time-off approvals

Position-to-job mappings

Automated workflow triggers

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

Response:

Manage Permission Roles

Manage Organization, Pay and Job Structures

Configure Employee Files

Define Employee Fields

Manage permission roles

Scenario: A company wants to set up a mentorship program where employees can register as mentors or mentees. They want to track the pairs, duration of mentorship, and topics covered.

How can this be set up using generic objects? Please choose the correct answer.

Response:

Create a generic object for mentorship with fields for mentor, mentee, duration, and topics

Set up a mentorship workflow without using generic objects

Use the standard Mentorship module in SAP SuccessFactors

Integrate with an external mentorship tracking tool

Create a generic object for mentorship with fields for mentor, mentee, duration, and topics

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

Response:

Event Type: onInit; Base Object: Standard Hours

Event Type: onSave; Base Object: Legal Entity

Event Type: onChange; Base Object: Employee Information

Event Type: onEdit; Base Object: Employee Information

Event Type: onChange; Base Object: Employee Information

In the CSF Corporate Data Model, what is always set as REQUIRED? Please choose the correct answer.

Response:

Address 1

City

Location

Country

Country

Which hris-fields are always required for the hrselement payComponentNonRecurring in the Succession Data Model? There are 3 correct answers to this question.

Response:

paycompvalue

frequency

value

value
pay-date
pay-component-code



pay-date

pay-component-code

What is a key feature of the Employee Central module in the THR80 suite? Please choose the correct answer.

Response:

Comprehensive leave and absence management.

Advanced analytics and reporting.

Customizable workflows for recruitment processes.

Employee self-service portal for personal data management.

Employee self-service portal for personal data management

Where do you enter the translations in the FoTranslation file? Please choose the correct answer.

Response:

foField column

externalCode column

value locale column

foObjectID column

value locale column

Which of the following is NOT a standard feature of the workflow configuration in SAP SuccessFactors? Please choose the correct answer.

Response:

Escalation of pending approvals

Automatic data validation

Parallel approval processes

Conditional approval steps

Automatic data validation

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

Response:



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

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

Delete the entire country and start over

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

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

What is the correct definition for self-service? Please choose the correct answer.

Response:

A feature that allows managers to initiate employee changes without HR assistance.

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

A feature that allows employees to initiate or complete transactions for an employee file without HR assistance.

A feature that allows employees to alert HR Managers of a necessary data change

A feature that allows employees to initiate or complete transactions for an employee file without HR assistance.

In Employee Central, what is the purpose of the Job Information portlet? Please choose the correct answer.

Response:

To manage time-off policies

To manage employee personal information

To configure organizational charts

To define job-related information for employees

To store payroll data

To define job-related information for employees

What Employee Central component is found in the Corporate Data Model? Please choose the correct answer.

Response:

Foundation objects

Employee data fields

Foundation objects



Generic objects
Role-based permissions

In SAP SuccessFactors, what is the primary purpose of the Scenario Approvals for Self-Service functionality? Please choose the correct answer.

Response:

- To automate the approval of all HR requests
- To set up multi-step approval processes for HR scenarios
- To allow employees to approve their own HR requests
- To track and report on approval scenarios

To set up multi-step approval processes for HR scenarios

What is a key feature of the Employee Central module that helps in maintaining organizational structure? Please choose the correct answer.

Response:

- Position Management
- Comprehensive leave and absence management
- Advanced analytics and reporting
- Employee self-service portal
- Customizable workflows for recruitment processes

Position Management

Scenario: An organization wants to ensure that any employee reaching the age of 60 is automatically enrolled in a retirement benefits program. How can this be enforced using business rules in SAP SuccessFactors? Please choose the correct answer.

Response:

- Use the Retirement Benefits module to manage automatic enrollments
- Manually enroll employees in the retirement benefits program upon reaching age 60
- Implement a rule that checks the age of the employee and

Implement a rule that checks the age of the employee and enrolls them in the retirement benefits program



enrolls them in the retirement benefits program

Integrate with an external benefits management system

Which of the following is a key advantage of implementing event reason derivation in SAP SuccessFactors? Please choose the correct answer.

Response:

Reducing manual data entry errors

Streamlining and automating HR processes

Enforcing organizational policies and logic

Enhancing data security through controlled access

Streamlining and automating HR processes