



-
1. You configure the hris-element personInfo with the following XML. Birth Name

What field is masked in the portlet? Please choose the correct answer.

Response:

Date of Death

Birth Name

Place of Birth

Person Id

2. Which action would be chosen from the 'Take Action' button to transfer an employee to another place in the organization? Please choose the correct answer. Change Job and Compensation Information

Response:

Change Job and Compensation Information

Terminate/Retire

Employment Details

Spot Bonus

3. Which field data types use a Valid Value Source configuration in a generic object? There are 3 correct answers for this question Picklist
Generic Object

User

Foundation Object



Picklist

Generic Object

Attachment

Foundation Object

4. What tasks can be performed on the Benefits Admin Overview page? There are 2 correct answers to this question.
- Associate workflows to benefits
- Create and edit benefits
- Set up benefit permissions
- Enroll employees in benefits
- Associate workflows to benefits
- Create and edit benefits
-
5. How can you configure event reason derivation rules to improve performance? Please choose the correct answer.
- Configure the rule Event Type to onChange.
- Configure the rule Event Type to onInit.
- Configure the Rule Context for hire UI.
- Configure the Rule Context for edit UI.
-
6. What are the supported tokens or tags for Alert Message? There are 2 correct answers to this question.
- SUBJECT_USER
- EVENT_REASON



SUBJECT_USER

RECIPIENT_NAME

EVENT_REASON

HRIS_ELEMENT

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

Role Based Permissions

Manage Business Configuration

Role Based Permissions

Business Rules

Manage Business Configuration

Configure People Profile

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

Standard Elements

User Info Elements

HRIS Actions

Standard Elements

HRIS Elements

User Info Elements

9. Which of the following are examples of standard one-to-one associations? There are 2 correct answers

Pay Range to Legal Entity

Location to Geozone



to this question.

Department to Division

Pay Range to Legal Entity

Location to Legal Entity

Location to Geozone

-
10. 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.
- 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
- 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
-
11. What happens when you select private data for Proxy Account Holder in Proxy Management? Please choose
- The proxy has access to private information for



the correct answer.

which the account holder
has permission

The proxy does NOT have access to potentially sensitive information

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

The proxy can edit the private information of the account holder

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

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

In the E-Mail Notification
Templates Settings tool

In the Manage Workflow Requests tool

In the Manage Organization, Pay and Job Structures tool

In the E-Mail Notification Templates Settings tool

In the Modify Form Route Map tool

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

Employee Central Effective
Dated Entities

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



Manage Foundation Objects

Employee Central Effective Dated Entities

Manage User

Employee Data

14. Which person object support country-specific fields? There are 2 correct answers for this question

globalInfo

nationalIDcard

personInfo

globalInfo

nationalIDcard

emailInfo

15. Events are defined in Please choose the correct answer.

Picklists

Picklists

Data models

Employee files

Manager Pay, organization and Job structures

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

Job Information

Employment Details

Pay Component Recurring



Job Information

Employment Details

Job Relationship Info

17. How do you configure alert recipients? Please choose the correct answer. Recipients are configured in Manage Data.

Recipients are configured within the EC Alert Business Rule.

Recipients are configured in Manage Data.

Recipients are configured as workflow contributors.

Recipients are configured as workflow approvers.

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

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

You can associate records with the same effective start dates.



-
19. What data model do you use to set up a National ID display format? Please choose the correct answer. Country-specific Succession Data Model
- Succession Data Model
- Country-specific Succession Data Model
- Country-specific Corporate Data Model
- Corporate Data Model
-
20. Which Workflow Context identifies a Current Role? Please choose the correct answer. Approver
- Approver
- Source
- Contributors
- Target
-
21. 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? Deactivate the rule that would trigger the workflow
- How is this handled? Please choose the correct answer.
- Set the Rule Context for Mass Changes to YES
- Set the Rule Context for Mass Changes to NO



Deactivate the rule that would trigger the workflow

Deactivate the workflow referenced in the rule

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

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

23. When working with events and event reasons. How can you customize the customer instance? Please choose the correct answer.

You can create new events reasons but NOT events

You can create new events and new event reasons

You can create new events but NOT event reasons

You can create new events reasons but NOT events

You CANNOT create events or event reasons to customize a customer instance

- 24.



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

Change the visibility of a field to read-only.

Change the visibility of a field to read-only.

Change the label of a field.

Add a custom portlet to the employee files.

Create a new picklist.

Change the label of a field.

Add a custom field to the employee files.

Create a new picklist.

25. 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.

Upload the CSF for Succession Data Model in Provisioning

Add the custom to the hr:element personalInfo

Add the custom fields to the hr: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 hr:element globalInfo

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

3

3

2



5

4

27. How can you update Job Information data? There are 2 correct answers to this question.
- Import data using the Import Foundation Data tool.
- Import data using the Import and Export Data tool.
- Directly edit data using the Take Action button on the Employee File
- 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 Employee Data tool.
28. 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.
- `<hris-field max-length="3" id="custom-long1" visibility="both" required="false" allow-import="false" showTrailingZeros="false"><label>ISO Code</label></hris-field>`
- `<hris-field max-length="3" id="custom-string1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false"><label>ISO Code</label></hris-field>`
- `<hris-field id="custom-string1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false"><label>ISO Code</label></hris-field>`
- `<hris-field max-length="3" id="custom-string1" visibility="both" required="false" allow-im-`
- Directly edit data using the Take Action button on the Employee File
- Import data using the Import Employee Data tool.
- `<hris-field max-length="3" id="custom-string1" visibility="both" required="false" allow-import="false" showTrailingZeros="false"><label>ISO Code</label></hris-field>`



```
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"  
showTrailingZeros="false"><label>ISO Code</la-  
bel></hris-field>
```

29. 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.

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

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".

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

foField column

foObjectID column

externalCode column

value locale column



value locale column

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

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

- 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.

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

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

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



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

32. Foundation Object records can be managed using these Admin Functions: There are 2 correct answers to this question.

Import Foundation Data

Manage Organization,
Pay, and Job Structures

Import Foundation Data

Manage Data without admin functions

Manage Organization, Pay, and Job Structures

Import and Export Foundation Data

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

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



34. 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.

Reports Permission

Employee Views

Employee Central Effective Dated Entities

Employee Data

35. Which of the following are the benefits of EC as compared to a traditional HRIS? There are 3 correct answers.

Expensive

Workforce support

Strategic insight

Difficult to connect

Data Management

Workforce support

Strategic insight

Data Management

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

Generic object

Foundation object

Generic object



Data source

Picklist

37. You need to change the Employee Central job information for several employees using Import Employee Data. Where can you export the employees' current job information? There are 2 correct answers to this question.
- Analytics > Analytics > Detailed Reporting
- Analytics > Reporting > Ad Hoc Reports

Analytics > Reporting > List Views

Analytics > Analytics > Detailed Reporting

Analytics > Reporting > Ad Hoc Reports

Admin Tools > Employee Export

38. Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping? Please choose the correct answer. (Bild)
- `<propagation-mapping foundation-field="location.standardHours" hris-field="jobInfo.location" />`

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

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

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



```
<propagation-mapping foundation-field="location.standardHours" hris-field="jobInfo.external-Code" />
```

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

Apron Size

Employee

Requested date

Shoes Size

40. Where can you create associations between two Generic Objects? Please choose the correct answer. In the Configure Object Definitions tool

In the Corporate Data Model

In the Configure Object Definitions tool

In the Manage Organization, Pay and Job Structure tool

In the Manage Data tool

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

Ordering



Exporting

Language translation

Effective dating

42. Which import file creates a user account in the system? Please choose the correct answer. Basic import file

Basic import file

Employment Details file

Biographical Information file

Job History file

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

Email Notification Templates Settings

Manage Workflow Requests

Pending Requests

Manage Workflow Groups

44. 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. 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.

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

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

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

45. 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.

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

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

A location record with an effective start date of to-day.

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

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

A location record with an effective start date of today.

46. Your customer has a subsidiary in another country that requires an approval workflow, whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen. Where in the Position object do you need to attach the rule? Please choose the correct answer.

Save Rules section in the Position object



Initialize Rules section in the Position object

Rules section in the Legal Entity field

Save Rules section in the Position object

Rules section in the Position Code field

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

- 2
- 1
- 3
- 4

48. You need to define time account types for time types that have a balance that needs to be checked. So, for time types where you want to have a check against a balance you normally need to: There are 2 correct answers to this question.

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

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

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

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

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

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



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

Legacy Picklist ID

Picklist Value External Code

Picklist Value ID

Picklist Code

50. What tool do you use to add event reason rules and workflow rules to the job information portlet? Please choose the correct answer. Manage Organization, Pay and Job structures

Manage Business Configuration

Manage Organization, Pay and Job structures

Manage Configuration UI

Manage data

51. 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. Configure generic object definition
Configure business rules

Configure generic object definition

Configure business rules



Manage business configuration

Maintain pay, organization and job

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

Search by an employee's name.

Add a higher-level position.

Show inactive positions

View the positional hierarchy at a certain point in time.

Add a new employee

Search by an employee's name.

Show inactive positions

View the positional hierarchy at a certain point in time.

53. 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. (bild)

Check the employee data import file.

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

Check the employee data using the employee export.

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

Check the employee data import file.

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 picklist values for the picklist ID for the Suffix field.

54. When using Import Employee Data, what must you include in your import file for Employee Central data? Please choose the correct answer. Business key fields
55. Your customer has companies that share locations. What type of association do you configure between the foundation objects (FO)? Please choose the correct answer. A ONE_TO_MANY association from the location FO to the company FO

A ONE_TO_MANY association from the company FO to the location FO

A ONE_TO_ONE association from the location FO to each company FO

A MANY_TO_ONE association from the company FO to the location FO

A ONE_TO_MANY association from the location FO to the company FO

56. What can you do in the Event picklist when configuring events and event reasons? There are 3 correct answers to this question. Add a new language translation.
- Add a new language translation. Change the status.
- Change the status. Change the labels.
- Change the labels.



Add a new event.

Change the external_code of an event.

57. In which formats can you export reports built in the online report designer (ORD)? There are 2 correct answers to this question.

Microsoft Excel (.xlsx)

Microsoft PowerPoint (.pptx)

Text (.txt)

Microsoft Excel (.xlsx)

Comma Separated Values (.csv)

Microsoft PowerPoint (.pptx)

58. 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.

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

```
<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"/>
```

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

```
<propagation-mapping foundation-field="JobClassifi-
```




cation.externalCode" hris-field="jobInfo.job-code"/>

<propagate foundation-element-id=" hris-element-id="jobInfo"/>

<field id="pagGrade">

<destination field-id="pay-Grade" hris-element-id="jobInfo"/>

</field>

</propagate>

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

Download Template

Import Config

Employee Export

Download Template

Import Template

Import Config

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

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

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

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

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



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

61. What does SAP SuccessFactors recommend to create new and custom associations between Foundation Objects? Please choose the correct answer.
- All new and custom associations should be built as One-to-Many.

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

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

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

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

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

Online report designer

Ad hoc reports

APIs

Aggregate export

Online report designer

Manage organization, pay, and job structures

APIs

63.



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

Manage Role based permission access

Manage Role based permission access

Provisioning company settings

Company Info

Provisioning company settings

Manage permission roles

64. Which HRIS elements share the same People Profile block? There are 2 correct answers to this question.

compInfo and pay-ComponentRecurring

compInfo and payComponentRecurring

personalInfo and global-Info

personInfo and globalInfo

personalInfo and globalInfo

jobInfo and organizationInfo

65. Which of the below define the rules for period-end processing? There are 3 correct answers to this question.

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

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

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

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

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

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

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



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

66. 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. Dynamic Group

CC Role

Permission Group

Dynamic Group

Dynamic Role

-
67. Why would you include the rule shown in the attached screen shot in the Event Reason Rules data model? Please choose the correct answer. (Bild) To record an event reason for any change made to the employee's job information

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

To record an event reason when adding a new employee

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

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

-
68. EVENT_REASON2



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

As shown in the attached screen shot, what event reason ID does the system select? Please choose the correct answer. (Bild)

EVENT_REASON3

EVENT_REASON2

EVENT_REASON1

EVENT_REASON4

69. 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. Configure Employee Files

Benefits Admin Overview

Configure Employee Files

Manage Configuration UI

Manage Employee Central Settings

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

Address 1



City

Location

Country

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

Personal Information

Job Information

Pay Component Recurring

Job Information

Work Permit Information

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

Address1

Location

Country

City

73. Which of the following is not a benefit of Foundation Objects? Please choose the correct answer. Self-service transactions

Workflow Distribution



Simplification of HR tasks

Self-service transactions

Effective Dating

74. Where can you create associations? There are 2 correct answers to this question. In the Corporate Data Model

In the Corporate Data Model

In the Configure Object Definitions tool

In the Succession Data Model

In the Configure Object Definitions tool

In the Configure Business Rules tool

75. What do you use to create hierarchical structure between Foundation Objects? Please choose the correct answer. Associations

Propagations

Filter Criteria

Associations

Business Rules

76. What schema or report definition type is used to find all promotions during a specific time period? Please choose the correct answer. Job Information (Date Range)

Employee Central



Job Information (Date Range)

Recurring Compensation Information (Date Range)

Person and Employment Audit

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

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

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

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

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

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

-
78. In an organization, the workflow as shown in the screen shot, is to be triggered when an employee is transferred from one department to another. What happens during this workflow process? There are 2 correct answers to this question. (Bild)

The Head of the Business Unit of the employee's new department will get a notification immediately after this workflow is triggered

The Head of the Business Unit of the employee's new department will get a notification immediately after this workflow is triggered

The employee's future manager will get a notification

The employee's future manager will get a notification



immediately after this workflow is triggered

fication immediately after
this workflow is triggered

Anyone in the Recruiting team can send back the workflow to the employee's future manager for some changes in the data

The employee's current manager can send back the workflow to the employee's future manager for some changes in the data

79. 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.

For future manager, set
Context: Target

For future manager, set Context: Target

For current manager, set
Context: Source

For future manager, set Context: Source

For current manager, set Context: Source

For current manager, set Context: Target

80. 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.

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.



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 Detailed Reporting tool

.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.

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

Below all onSave rules

Below all onSave rules

Below all onChange rules

Above all onSave rules

Above all onChange rules

-
82. 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.

Country-specific Succession Data Model

Country-specific Corporate Data Model



Country-specific Succession Data Model

Country/Region object definition

Succession Data Model

83. Which action in the THEN statement is used for Propagation? Please choose the correct answer.

Set

Create

Raise

Execute

84. Your client is live with the 'Employee Transfer' process in the Production instance. The workflow, as shown in the screen shot, is triggered when transfer of an employee is initiated. What is the expected behavior of this workflow? There are 2 correct answers to this question. (Bild)

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

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

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

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



The initiator of 'Employee Transfer process is given an option to choose 'New Hire Workflow' as an alternate workflow to WF_Employee_Transfer

-
85. 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.
- Manage Organization, pay and job structures
 - Configure Object Definitions
 - Import/Export Country/Region-Specific Corporate Data Model
 - Manage Business Configuration
 - Import/Export Corporate Data Model
-
86. What reporting tools could you use to validate the job information imported for employees? There are 2 correct answers to this question.
- Ad hoc reports
 - List view reports
 - Online Report Designer
 - Spreadsheet reports
-



-
87. Which of the following are features of picklists created in the Picklist center? There are 2 correct answers to this question
- PICKLISTS are used for Generic objects.
- PICKLISTS are effectively dated.
- Unused values in a picklist can be marked as a OBSOLETE
- Order of the values is set globally for all picklists
-
88. What is the purpose of the Fine Tuning activity during business configuration? Please choose the correct answer.
- To check and adjust the predefined settings to meet customer requirements
- To adjust the access rights for business users in the system
- To apply scoping changes to implement modules within SAP Cloud for Customer
- To check and adjust the predefined settings to meet customer requirements
- To adjust the list of values for all standard and custom fields based on the scoping decisions
-
89. 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.
- Employee Files --> Files Import Foundation Data
- Employee Files --> Man-



Employee Files --> Import and Export Data

Manage Organization, Pay and
Job Structures

Employee Files --> Files Import Foundation Data

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

Employee Files --> Manage Mass Changes for Metada-
ta Objects

90. 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.

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

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

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

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

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

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



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

Personal Information

Job Information

Employment Details

Personal Information

Job Information

Contact Information

92. An employee is being transferred to a new location. The reporting structure for this employee is changing. The future manager is an approver of this employee's transfer workflow. The future manager can update the transaction. What do you need to configure? Please choose the correct answer.

Approver Type = Role

Approver Role = Employee

Manager

Edit Transaction = Edit

with Route Change

Context = Target

Approver Type = Role

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

Context = Source

Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction = No Edit

Context = Target

Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

Context = Source



Approver Type = Role

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

Context = Target

93. Which of the following are differences between a Full Purge and Incremental Load behavior when importing data? There are 2 correct answers to this question.

When a file is updated in the Full Purge mode, all existing records in the system are overwritten with the records in the file uploaded

When a file uploaded using the Incremental Load option, the records in the file uploaded are added to the records already in the system

When a file is uploaded in the Incremental mode, all existing records in the system are overwritten with the records in the file uploaded

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

When a file is updated in the Full Purge mode, all existing records in the system are overwritten with the records in the file uploaded

When a file uploaded using the Incremental Load option, the records in the file uploaded are added to the records already in the system

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

7 days

3 days

2 days

2 days



5 days

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

In the Configure Object Definition tool

Where do you create these job classifications? Please choose the correct answer.

In the Manage Organization, Pay and Job Structures tool

In the Job Classification element in the Corporate Data Model

In the Configure Object Definition tool

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

-
96. Which feature integrates SAP SuccessFactors Employee Central data with data in the basic employee profile? Please choose the correct answer.

HRIS synchronization

Job to position synchronization

HRIS synchronization

Data management

Employee Central APIs

97.



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

Workflow configurations

Event reason derivation

Event reasons

Workflow configurations

Events

Event reason derivation

98. You have imported all employee files and find that the base pay rate for one of the employees is NOT displayed under Compensation Information. What could cause this issue? There are 3 correct answers to this question.
- The data from the Compensation Information Import does NOT have the same effective date as the data from the Pay Component Recurring Import.
- The Pay Component Recurring Import does NOT include a record for the employee.
- The Pay Component Non Recurring Import does NOT include a record for the employee.
- Pay rate information is missing from the Compensation Information Import.
- The Pay Component Recurring Import has the wrong sequence number.

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

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

The Pay Component Recurring Import has the wrong sequence number.



-
99. 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.
- Import and Export Data
- Manage Data
- Configure Object Definition
- Import Foundation Objects
-
100. 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.
- The Permission Group is configured incorrectly.
- The Target Population is configured incorrectly.
- The HR field for the German employees is incorrect.
- The field permissions for Germany are incorrect.
-
101. When creating a parent-child association, which object do you reference as the destination object? Please choose the correct answer.
- Parent Object



XML Object

MDF Object

Child Object

Parent Object

102. 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.

Configure Object Definition

Configure Business Rules

Manage Organization, Pay and Job Structures

Manage Data

Configure Object Definition

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

My Alerts

Unassigned Alerts

My Processes

My Alerts

Manage Processes

Manage Policies

Unassigned Alerts

104.



Which of the following associations is a one-to-one association? There are 2 correct answers for this question

Location to Geozone

Pay Range to Legal Entity

Location to Geozone

Pay Range to Legal Entity

Department to Division

Location to Legal Entity

105. 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.

Create two hire event reasons.

Connect each workflow to each hire event reason.

Connect each workflow to each hire event.

Create two hire events.

Create two hire event reasons.

Connect each workflow to each hire event reason.

106. Which role based permissions needs to be configured for employees to enroll in global benefits? There are 2 correct answers to this question.

Manage benefits

Employee Data

Employee Views

Manage benefits

Employee Data



Manage Documents

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

City

Country

Location

Address1

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

In what scenario will the Human Resources manager receive an escalation notification if the Manager does not take action after 2 days? Please choose the correct answer. (Bild)

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

The Manager revokes the escalation

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

The Manager's Manager declines the escalation

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



-
109. How would you update an entire department with a new cost center? There are 2 correct answers to this question.
- Perform mass changes.
- Import the job history.
- Configure business rules.
- Perform mass changes.
- Import employment details.
- Import the job history.
-
110. 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.
- Manage Dynamic Groups
- Manage Workflow Requests
- Manage Permission Groups
- Manage Workflow Groups
-
111. How would you create a workflow rule to trigger a rule when a promotion occurs? Please choose the correct answer.
- `<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event" value="8" compareToNew="true"/> </and>`
- `<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event" value="8" compareToNew="true"/>`



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

```
</and> </conditions>  
</rule>
```

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

```
<rule id="rule-75"> <trueoutput>PROMOTION</true-  
output> <conditions> <and> <equal id="jobInfo.em-  
ployment-type" value="20" compareToNew="false"/>  
<equal id="jobInfo.event-reason" value="8" compare-  
ToNew="true"/> </and> </conditions> </rule>
```

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

112. 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.

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 with NO visibility in the 8 Country-Specific Job Information

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

Enable the custom field in the Job information and use



a business rule to set Edit visibility for the 2 countries

113. You have imported all employee files and find that the base pay rate for one of the employees is NOT displayed under Compensation Information. What could cause this issue? There are 3 correct answers to this question.

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

The Pay Component Re-
curring Import does NOT
include a record for the
employee.

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

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

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

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.

Import data using the Import Employee Data tool.

Import data using the Import and Export Data tool.

115. The following query parameters are supported in the EC compound employee API. There are 3 correct answers to this question.

ExternalKeyMapping

maxRows

ExternalKeyMapping

queryMode

maxRows

minRows

queryMode

InternalKeyMapping

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

Foundation Object

Generic Object

Translatable

Picklist

User

Foundation Object

Generic Object

Picklist

117.



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

My Alerts

Unassigned Alerts

My Processes

My Alerts

Manage Policies

Unassigned Alerts

Manage Processes

118. Which element has an entity-type? Please choose the correct answer.

phoneInfo

jobInfo

personInfo

phoneInfo

compInfo

119. 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.

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

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

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



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

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

120. 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.
- 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 HRIS Element

In the Succession Data Model, add the rule to the end of 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 Manage Business Configuration tool, add the rule to the Job Information Standard Element

121. Your customer wants to grant restricted proxy rights to their HR Department to act on behalf of employees belonging to their legal entity. How can you perform this requirement? There are 2 correct answers to this question.
- Fill the PROXY column of the Basic Import template to match the requirements and import the file using the Import Employee Data tool.

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

Use the Proxy Management tool to configure the



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

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.

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

122. You are importing the job history (job information) for an employee. You receive an error message that the specified manager does not exist.
- The manager's hire date is after the import start date

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

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

The manager is in a different legal entity

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

The manager is in a different location

123. What does the system do when a label for a language is missing in one of the data models? Please choose the correct answer.
- Displays the default label

Hides the field

Displays a blank label



Displays the default label

Displays a warning message

124. You are setting up a MSS RBP role in an instance. What should be the Granted Population and Target Population? There are 2 correct answers to this question.

Target Population - Granted User's Direct Reports
Granted Population - Managers

Target Population - Granted User's Direct Reports

Granted Population - Managers

Granted Population - Everyone

Target Population - Everyone

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

1. Create the new field in the Succession Data Model.
2. Import the updated XML file using provisioning.
3. Set permissions for the field in role-based permissions.

1. Create the new field in the Succession Data Model.
2. Import the updated XML file using provisioning.
3. Set permissions for the field in role-based permissions.

1. Create the new field in the Corporate Data Model.
2. Import the updated XML file using provisioning.
3. Set the visibility of the field to "both" using role-based permissions.

1. Create the new field in the Succession Data Model.



2. Import the XML file using provisioning.
 3. Set the visibility attribute of the custom field in configure employee files.
-
1. Create a new HRIS element and a custom field.
 2. Import the XML file using provisioning.
 3. Set permissions for the new element and field using role-based permissions.
-

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

Manage Workflow Requests

Manage Organization, Pay and Structures > Workflow

Manage Workflow Groups

Manage Organization, Pay and Structures > Dynamic Role

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

jobClassLocal

legalEntityLocal

corporateAddress

globalInfo



homeAddress

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

Edit (Pencil Icon) on the portlet

Change Job and Compensation Information from the Take Action button

History > Insert New Record on the portlet

Edit (Pencil Icon) on the portlet

History > Edit on the portlet

Change Job and Compensation Information from the Take Action button

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

How the system reacts if the If condition is NOT true

How the system reacts if the If condition is NOT true

How the system reacts to the condition in the If statement

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

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

-
- 130.



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

To translate MDF FO records

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 records for FOs that are defined in the Corporate Data Model

131. Your customer wants Brazil to be added to their country-specific Succession Data Model to capture National ID information. How does SAP recommend that you add this country? Please choose the correct answer.
1. Copy an existing country from the customer's country-specific Corporate Data Model.
 2. Paste the existing country into the customer's country-specific Succession Data Model relabeled with Brazil's country code.
1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
 2. Paste the fields into the customer's country-specific Succession Data Model.
1. Copy an existing country from the customer's country-specific Succession Data Model.



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

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

2. Paste the field into the customer's country-specific Succession Data Model and country-specific Corporate Data Model.

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

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

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

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

As an HRIS element in the Corporate Data Model 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

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

Once generated, you CANNOT change a User-ID.

Once generated, you CANNOT change a User-ID.

A user can have only one Person-id External.



A user can have multiple User-IDs.

A user can have only one User-ID.

A user can have only one Person-id External.

A user can have multiple User-IDs.

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

-
134. 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.

Set Mass Changes rule context to No.

Set Mass Changes rule context to Yes.

Set Imports rule context to No.

Set Mass Changes rule context to No.

Set Imports rule context to Yes.

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

onInit

onView

onInit

onEdit

onSave



136. How do you enable Position Management? There are 3 correct answers to this question.
- Add the Position field to the Succession Data Model

Add the Position field to the Succession Data Model

Add the Position Object in the Corporate Data Model.

Enable Generic Objects in Provisioning

Enable Position Management in Provisioning

Add the Position field to the Corporate Data Model

Enable Generic Objects in Provisioning

Enable Position Management in Provisioning

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

Address 1

Location

City

Country

138. To ensure that the Preferred Name field is always filled, you have created a rule to copy the First Name field to the Preferred Name field if the user leaves the Preferred Name field blank.
- <hris-element id="personalInfo"> <label>Personal Information</label>

What changes do you make to the Succession Data Model to define the trigger rules? Please choose the correct answer.

<trigger-rule event="onSave" rule="CopyName"/>



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

```
<hris-field id="first-name" visibility="both" re-
quired="true"> <label>Legal First Name</label> <trig-
ger-rule event="onSave" rule="CopyName"/>
```

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

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

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

Associations

Configuration UI

Picklist Values

Searchable Fields

Security

-
140. What value do you enter in the manager field when importing employee data? Please choose the correct
- Manager's user ID



answer.

Manager's user name

Manager's user ID

Manager's e-mail address

Manager's employee ID

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

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

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

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

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

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

142. 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.

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



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

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

Delete the entire country and start over

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

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

Monitor Job

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.

Import and Export data

Export Extended User information

Import Employee Data

Monitor Job

144. How does SAP recommend that you add a value to an existing picklist in Picklist Management? There are 2 correct answers to this question.

Insert a new row into the picklist file.

Export the picklist from the system.

Leave the picklistID blank.



Download the picklist import template file.

Insert a new row into the picklist file.

Export the picklist from the system.

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

You perform a user acceptance testing on the test system.

You perform a user acceptance testing on the test system.

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

SuccessFactors configures permissions in a test system for you.

SuccessFactors validate the configuration in the production system.

SuccessFactors configures permissions in a test system for you.

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

Manage Processes

Manage Policies

Manage Processes

My Processes

Manage Policies



Unassigned Alerts

My Processes

My Alerts

147. 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.

Composite association

Label

Destination Field Value

Valid Values Source

148. What is the correct definition for self-service? Please choose the correct answer.
- A feature that allows employees to alert HR Managers of a necessary data change.
- 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 initiate or complete transactions for an employee file without HR assistance.



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

149. 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.

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

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.

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.

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

National ID

Go To

Org Chart

Email

National ID

Take Action



-
151. 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.

Biographical Information

Basic Import

Job History

Employment details

Biographical Information

Basic Import

Personal Information

Employment details

-
152. How do you provide user access to reports? There are 2 correct answers to this question.

Assign reports to dashboards.

Assign reports to dashboards.

Assign reports to work center views.

Assign reports to work center views.

Assign reports to employees.

Assign reports to business users.

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

Compensation Information

Job Relationships

Compensation Information

Pay Component Recurring

Personal Information

Job Information



Job Relationships

Pay Component Recurring

Job Information

Work Permit Information

Pay Component Non-Recurring

Employment Information

Pay Component Non-Recurring

Employment Information

154. Determine the default values or determine the visibility for certain fields during the hire/rehire process. Please choose the correct answer.

Rules for Hire/Rehire

Internal Job History

Enforce New Employment for Rehire

Generate Employee ID for Hire/Rehire

Rules for Hire/Rehire

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

Configure Object Definitions

Manage Organization, Pay and Job Structures

Configure Object Definitions

Manage Data

Corporate Data Model



156. 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.

Import the records using the Import and Export Data tool.

Define a custom object using the Configure Object Definitions tool.

Import the records using the Import and Export Data tool.

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

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

Define a custom object using the Configure Object Definitions tool.

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

Corporate Address

Job Classification Local

Legal Entity Local

Corporate Address

Global Information

158. Which of the following are the benefits of using the Payroll Control Center compared to traditional payroll systems? There are 3 correct answers to this question.

Automated processing

Intuitive user interface



Automated processing

Transactional payroll processing

Intuitive user interface

Strategic Insight into payroll before production payroll

Strategic Insight into payroll before production payroll

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

Job Information

Pay group

Frequency

Legal Entity

Department

Job Information

160. A customer has proposed to implement position management to keep track of the position. How do you define the permissions in Position Management? There are 2 correct answers to this question.

Assign Permissions for Position Field

Set up Authorizations for the employee related objects

Assign Authorization for Position Organization Chart and Position Management Settings

For users to be able to display the position organization chart, you must assign the Manage user data



permission to that user's role.

Assign Permissions for Position Field

Assign Authorization for Position Organization Chart
and Position Management Settings

-
161. Foundation Tables are categorized into which of the following? Please choose the correct answer. Pay, Job, Organization Structures

Legal Entity, Business Unit, Division

Organization, Job Information, Pay Structures

Pay, Organization, People Structures

Pay, Job, Organization Structures

-
162. 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. All data will be erased for those fields

Missing fields will get default values

The system gives you an error message.

Missing fields are added with blank values

All data will be erased for those fields

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



Manage Processes

My Processes

My Alerts

Manage Policies

164. What tool is used to see the status of an employee being replicated to Employee Central Payroll? Please choose the correct answer.

Data Replication Monitor

Data API Audit Log

Data Replication Monitor

sfAPI audit log

API Center

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

Compensation Information

Job Information

Spot Bonus

Compensation Information

Employment Details

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

Manage Organization Pay and Job Structure > Create workflow configuration



ment?There are 2 correct answers for this question.

Manage Organization Pay
and Job Structure > Create
Dynamic Roles

Manage Organization Pay and Job Structure > Create
workflow configuration

Manage workflow Groups > Create Dynamic Group

Manage workflow Request > Create workflow Ap-
provals

Manage Organization Pay and Job Structure > Create
Dynamic Roles

167. Which tool would you use to create a group that can
be used to identify all payroll managers in the system
for authorization?There are 2 correct answers to this
question.

Manage Permission
Roles

Manage Role-Based Per-
mission Access

Manage Permission Roles

View User Permission

Manage Role-Based Permission Access

Manage Permission Groups

168. Which permission controls a user's access to the
Edit button in the history of Job Information?Please
choose the correct answer.

Job Information Actions >
Edit/Insert

Edit Link > Edit/Insert



Job Information Actions > View History

Job Information Actions > Edit/Insert

Job Information Actions > Correct

169. Which tools are available in Admin Center to import FO records? There are 2 correct answers to this question.
- Import and Export Data
- Import Foundation Data

Import Extended User Information

Import and Export Data

Import Employee Data

Import Foundation Data

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

onChange rules

onView rules

onSave rules

onChange rules

onInit rules

171. How do you add another approver to an in-progress workflow? Please choose the correct answer.
- Go to Manage Workflow Request to insert a new approver.

Go to Manage Workflow Request to insert a new approver.



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

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

Go to Auto Delegate to assign a new approver.

172. 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.

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

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

Create a template that includes two to ten pages.

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

Create a template that includes two to ten pages.

Create a template that includes a custom MDF object.

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

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

Payment Information

Address Information

Job Information

Pay Component Information



Payment Information

Address Information

174. You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added the translations for the FO records in the client system in Simplified Chinese. In Provisioning the setting shown in the screen shot is maintained.
- One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will tester see in the instance? There are 3 correct answers to this question.
- If the system does NOT find the translation in simplified Chinese, it will show the translation maintained in German
- If the system does NOT find the translation in simplified Chinese, it will show the translation maintained in US English
- If the system does NOT find the translation in simplified Chinese or in German, it will show an error
- If the system does NOT find the translation in simplified Chinese or in German, it will show the translation maintained in US English.
- If the system finds the translation maintained in simplified Chinese, it will show that translation
- If the system does NOT find the translation in simplified Chinese or in German, it will show the translation maintained in US English.
- If the system does NOT find the translation in simplified Chinese, it will show the translation maintained in German
- If the system finds the translation maintained in simplified Chinese, it will show that translation



175. 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.

Create at least one configuration UI for the object

Set the externalCode field to Data Type = User.

Create a Valid When association for the object

Set the externalCode field to Read Only.

Create at least one configuration UI for the object

Set the externalCode field to Data Type = User.

176. Which of the following explains the term "One-Click Monitoring"? Please choose the correct answer.

The process in SAP SuccessFactors used to run production payroll

The process in SAP SuccessFactors used to run post-production payroll

The process in SAP SuccessFactors used to run pre-payroll activities

The process in SAP SuccessFactors allows us to assign errors to administrators

The process in SAP SuccessFactors used to run post-production payroll

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

Partial

Multiple changes per day

Multiple changes per day

Basic

None



Incremental

Basic

None

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

Time profile

Time account eligibility status

Work schedule

Time account type

Time profile

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

Pay Range

Location

Event Reason

Business Unit

Cost Center

Pay Range

Location

Event Reason

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



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

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

Propagation

A table for employee information

A table for effective dating

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

phoneInfo

phoneInfo

personInfo

jobInfo

compInfo

182. What are the two types of ways to access the add new employee page? There are 2 correct answers to this question.

Using the org chart

Using the admin center

Using the org chart

Using the upgrade center

Using the admin center

Using the public profile

183.



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

In the Manage Data Tool

In the Position org chart

In the Position Management Settings

In Manage Positions

In the Manage Data Tool

In the Position org chart

In Manage Positions

In the Manage Organization, pay and job structures tool
In The Company Settings Section

184. 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.

Configure the Corporate Data Model and the Succession Data Model.

Import picklists.

Configure role-based permissions.

Configure the Corporate Data Model and the Succession Data Model.

Import employee data.

Import picklists.

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

The RBP permissions are incorrect

You edit the Employment Information portlet of an



existing employee file and the "Remote Worker?" field only displays No Selection in the drop down list. What is the most likely issue? Please choose the correct answer.

The field datatype is incorrect

The picklist ID is incorrect.

The RBP permissions are incorrect

The field visibility attribute is incorrect.

186. 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.

Dynamic Role

Dynamic Group

Dynamic Role

Manager

Role

187. 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.

Job Information

Employee Information



Job Classification

Job Information

Job Title

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

Target

Target

Approver

Contributors

Source

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

Compensation Information

Job Information

Compensation Information

Job Information

Personal Information

Job Relationships

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

Manage Permission Roles

Configure Employee Files



Manage Permission Roles

Define Employee Fields

Manage Organization, Pay and Job Structures

191. 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.

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

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

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

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

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

192. What properties can you use in model base objects? There are 2 correct answers to this question.

Required

Visibility

Boolean

Required

Visibility

Picklist

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

Objects must be MDF Objects



Objects must be XML-based Foundation Objects

Objects must have a 'valid when' association

Objects must be MDF Objects

Objects must have a 'composite' association

Objects must have a 'valid when' association

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

Compensation Information

Employment Details

Job Relationships

Compensation Information

Job Information

Job Relationships

Personal Information

Job Information

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

Controller

Toolbox

Designer

Controller

Data Model

196. You need to set up a new warning message that will appear when an employee modifies their marital sta-

Create a message definition under Manage Data.



tus in their employee data. How would you set up this rule? There are 2 correct answers to this question.

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

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.

197. 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.

A valid when association in the Division object definition

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

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

Payroll System Assignment



Employee Data

General User Permission

Payroll System Assignment

SAP System Configuration

Payroll Control Center Configuration

SAP System Configura-
tion

Payroll Control Center
Configuration

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

Job Relationships

Address Information

Job Relationships

Personal Information

Employment Details

Address Information

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

Assign permissions to the
company structure ob-
jects

Configure the new field in the Legal Entity records

Enable the feature in
Manage Employee Central
Settings

Add a field to the Legal Entity in Configure Object
Definitions

Assign permissions to the company structure objects

Configure the Compa-
ny Structure Definition
record

Enable the feature in Manage Employee Central Set-



tings

Configure the Company Structure Definition record

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

Rules for Hire/Rehire

Internal Job History

Rules for Hire/Rehire

Generate Employee ID for Hire/Rehire

Enforce New Employment for Rehire

202. 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.

Job Information

Employee Information

Job Information

Personal Information

Employment Details

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

To check and adjust the predefined settings to meet customer requirements

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 adjust the access rights for business users in the system

To check and adjust the predefined settings to meet customer requirements

-
204. When Granting Manager Self Service role-based permissions for effective dated fields in Job Information, which permission gives the manager access to the Edit button in the history of their direct report's Job Information block? Please choose the correct answer. Job Information Actions > Correct

Job Information Actions > View History

Job Information Actions > Correct

Job Information Actions > Edit/Insert

Edit Link > Edit/Insert

-
205. What is the correct sequence in which to load the employee data files into SAP SuccessFactors Employee Central? Please choose the correct answer.
- | | |
|------------------------------------|------------------------------------|
| 1. Basic Import | 1. Basic Import |
| 2. Biographical Information Import | 2. Biographical Information Import |
| 3. Job history import | 3. Employment details import |
| 4. Employment details import | 4. Job History import |



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

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

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

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

Auto Number

User

Date

String

Auto Number

User

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

Manage Permission Roles

Manage Permission Roles

View User Permission



Manage Role-Based Permission Access

Manage Permission Groups

208. Where do you set up concurrent employment for an employee Employment Information

Employment Information

Change Job and Compensation Information

Add Employment Details

Change Job Relationships

209. Where can a user delegate some tasks to another user in an instance? Please choose the correct answer. In Options --> Assign Proxy

In Options --> Notifications

In Manage Organization, Pay and Job Structures

In Manage Data

In Options --> Assign Proxy

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

Picklists are effectively dated.

Picklist values can be deleted.

The picklist value order is set globally.

Picklist values can be deleted.



Picklists can be used for all foundation objects.

211. 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? Update the label in Configure Object Definitions.

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

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

Update the label in Configure Object Definitions.

Update the label in Text Replacement.

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

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

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

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

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

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

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



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

213. 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.

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

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

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

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

-
214. How can you assign a business role to a business user? There are 2 correct answers to this question.

Use the Employees and Users data migration template.

Edit the fine tuning activity to add business roles.

Edit the access rights of the business user.

Use the Mass Data Maintenance function for employees.

Use the Employees and Users data migration template.

Edit the access rights of the business user.



215. 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.

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

Manage Business Configuration

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

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

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.

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

217.



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.

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

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

218. 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.

The employee will see the default label.

The employee will NOT see the field.

The employee will see an error message.

The employee will see the field with a blank label.

The employee will see the default label.

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

OnSave



choose the correct answer.

OnEdit

OnSave

OnPostSave

OnChange

220. What tags are supported in Alert Messages? There are `[[SUBJECT_USER]]`
2 correct answers to this question.

`[[EVENT_REASON]]`

`[[SUBJECT_USER]]`

`[[EVENT_REASON]]`

`[[RECIPIENT_NAME]]`

`[[HRIS_ELEMENT]]`

221. 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. Pay range

Pay range

Pay component group

Pay grade

Pay component



-
222. **Where do you configure the fields in a dynamic role? Please choose the correct answer.**
- In the Corporate Data Model
- In the Event Reason Derivation data model
- In the country-specific Corporate Data Model
- In the Corporate Data Model
- In the Succession Data Model
-
223. **Which of the following determines how far back an employee can retro in payroll? There are 3 correct answers to this question.**
- Earliest Retroactive Account period in the control record
- Earliest personal retroactive accounting date in Infotype
- Run Payroll up to date in Infotype
- Accounted to date in Infotype
- Employee Hiring Date
- Earliest Retroactive Account period in the control record
- Employee Hiring Date
-
224. **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.**
- HRIS Propagation XML file
- Manage Data



Configure Object Definition

Corporate Data Model

HRIS Propagation XML file

225. 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.

In the Manage Workflow Groups tool

In the Manage Organization, Pay and Job Structures tool

In the Configure Business Rules tool

In the Manage Workflow Groups tool

In the Manage Permission Groups tool

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

A new business rule in the Configure Business Rules tool.

A new association in the Position generic (MDF) object

A new business rule in the Configure Business Rules tool.

A new mapping in the HRIS Sync data model

A new job in the Manage Scheduled jobs tool



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

Manage Permission Groups

View User Permission

Manage Permission Roles

Manage Role-Based Permission Access

228. What tools can you use to update an MDF picklist value translation that was just imported in the system? There are 2 correct answers to this question.

Picklists Management

Import and Export data

Manage Data

Configure Object Definitions

229. What is the correct sequence for uploading data models when implementing Employee Central? Please choose the correct answer.

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

Succession Data Model > Country-specific Succession Data Model > Corporate Data Model > Country- specif-

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



ic Corporate Data Model

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

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

230. How do you configure the Auto Delegate feature for workflows? There are 2 correct answers to this question.
- Set the "Is Delegate Supported" field to "Yes" in the workflow configuration.
- Configure the "Is Delegate Supported" field in the XML for the workflow rules.
- Configure the "Is Delegate Supported" field in the Corporate Data Model.
- Configure auto delegation by creating a new rule in the Rules Engine tool.
- Set the "Is Delegate Supported" field to "Yes" in the workflow configuration.
- Configure the "Is Delegate Supported" field in the Corporate Data Model.
231. Which tool would you use to set the payroll system for a user? Please choose the correct answer.
- Payroll System Assignment

SAP System Configuration

Payroll System Assignment

General User Permission



Payroll Control Center Configuration

232. What type of data can you manipulate in the Online Report Designer? There are 2 correct answers to this question.

Pivot queries

List reports

Pivot queries

List reports

Standard reports

Ad hoc reports

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

Foundation objects

Generic objects

Foundation objects

Role-based permissions

Employee data fields

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

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 None.

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

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

Compensation Information

Job Information

Personal Information

Biographical Information

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

Move field to different positions

Remove a field

Move field to different positions

Add a new field

Remove a field

Change data type for a field

Add a new field

Add an MDF Picklist to a field



-
237. **What do you need to download before importing organization, pay, and job data into the system? Please choose the correct answer.**
- A blank CSV template for each object from the Import Foundation Data tool
- 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
-
238. **How do you define Event Reasons as country specific? There are 3 correct answers to this question.**
- Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns
- 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 the Destination Object with Event Reason Wrapper with Type Valid When
- Make a correction to the definition of the Country object
- Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns
- Create an association with the Destination Object Event Reason Wrapper with Type Composite
- Create an association with the Destination Object with Event Reason Wrapper with Type Valid When
-



239. A permission ____ defines a set of permissions and grants these permissions to permission groups or role types such as an employee or manager. Please choose the correct answer.

Role

Role

Admin

Contributors

Group

240. Which standard field is always required in a generic object? Please choose the correct answer.

externalCode

externalCode

internalCode

externalName

effectiveStartDate

241. 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.

In the Manage Organization, Pay and Job Structure tool

In the Manage data tool

In the Location elements in the CSF Corporate data model



In the location element in the CSF Corporate data model

In the Manage Organization, Pay and Job Structure tool

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

CSV

PDF

CSV

Excel

PPT

243. 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. Employee Data

Employee Central Effective Dated Entities

Employee view

Manage user

Employee Data

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

Configure Object Definitions

Succession Data Model



Manage Data

Configure Business Rules

Succession Data Model

Manage Business Configuration

Manage Business Configuration

245. Which foundation objects can you use to structure a customer's business? There are 2 correct answers to this question.

Division (hris-element-id: division)

Job Information (hris-element-id: jobInfo)

Legal Entity (hris-element-id: company)

Employment Details (hris-element-id: employmentInfo)

Division (hris-element-id: division)

Legal Entity (hris-element-id: company)

246. 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.

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

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

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

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



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

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

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

Job History

Employment Details

Job History

Job Relationships

Employment Details

Addresses

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

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.

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



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

249. You are creating a business rule to trigger when starting to add a new employee. What business rule event type do you use? Please choose the correct answer.

onSave

onView

onEdit

onInit

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

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

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

The event reason is derived using the catch all rule.

The event reason must be selected manually.

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

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

Composite association



Please choose the correct answer.

Valid when association

Join by column association

XML association

Composite association

252. Which object supports `&&NO_OVERWRITE&&` in imports? There are 2 correct answers to this question.

Employment Details

Job History

Employment Details

Addresses

Job Relationships

Job History

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

Use the pencil icon

Use the Take Action menu

Add a new employee

Use the pencil icon

Use the Take Action menu

Insert a new record

254. What happens if a mapped role is deleted? Please choose the correct answer.

The permissions related to the deleted role are per-



-
- The related permission groups are deleted from the instance
- manently removed from the group
- Users can continue to access the role until they are removed from the relevant groups
- The permissions related to the deleted role are permanently removed from the group
- Nothing
-

255. What is the appropriate destination object to assign to the following association types? There are 2 correct answers to this question.

Valid When - Higher Level Object in the hierarchical structure

Composite - Parent Level Object in the hierarchical structure

Composite - Child Object in the hierarchical structure

Valid When - Higher Level Object in the hierarchical structure

Valid When - Lower Level Object in the hierarchical structure

Composite - Child Object in the hierarchical structure

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

Previous Value

Visibility

Max-length

Required

Pii



Previous Value

Visibility

Required

257. 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.

Event Type: onChange;
Base Object: Employee Information

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

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

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

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

Nothing

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



The groups and roles are removed from the instance.

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

visibility

id

pii

type

260. How do you align position records to reflect associations built between Division and Department? Please choose the correct answer. Create filter criteria in the position object

Create filter criteria in the position object

Create filter criteria in the position org chart

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

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

261. Which events are SUPPORTED by the event reason derivation? There are 2 correct answers to this question. Transfer
Data Change

Termination

Transfer



THR81

Study online at https://quizlet.com/_d2jdz7

Data Change

Hire/Rehire
