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## Question 1

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### Question Type: MultipleChoice

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How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields? Note: There are 3 correct answers to this question.

#### Options:

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- A- Create a composite association to the new generic object on Legal Entity.
- B- Update the condition and condition values of the association.
- C- Create a new generic object.
- D- Update the field criteria of the association.
- E- Create a composite association on the new generic object to Legal Entity.

#### Answer:

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C, D, E

## Question 2

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**Question Type: MultipleChoice**

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Which method of modifying employee data will trigger an event reason derivation?

**Options:**

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- A- Using Actions menu in People Profile
- B- Inserting a new record in history UI
- C- Using Add New Hire
- D- Deleting a record in history UI

**Answer:**

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A

## Question 3

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**Question Type: MultipleChoice**

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You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field. What are some possible causes for this data inconsistency? Note: There are 2 correct answers

to this question.

### Options:

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- A- The business rule to sync data changes sets the Position.Department to be equal to Job Information.Department.
- B- The technical Parameters column with a value of SYNC has NOT been included in the import file.
- C- The technicalParameters value has NOT been set to SYNC in the position records.
- D- The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.

### Answer:

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A, B

## Question 4

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### Question Type: MultipleChoice

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An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer. How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

### Options:

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- A-** By selecting in Step 1: Position Relationship - Parent Parent Position - Source By selecting in Step 2: Position Relationship - Parent Position - Target
- B-** By selecting in Step 1: Role - Self - Source By selecting in Step 2: Role - Manager - Target
- C-** By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager - Target
- D-** By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager Manager - Target

### Answer:

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C

## Question 5

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### Question Type: MultipleChoice

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Your customer would like to automate its company's HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions.

You are asked to create the following rules based on your customer's requirements:

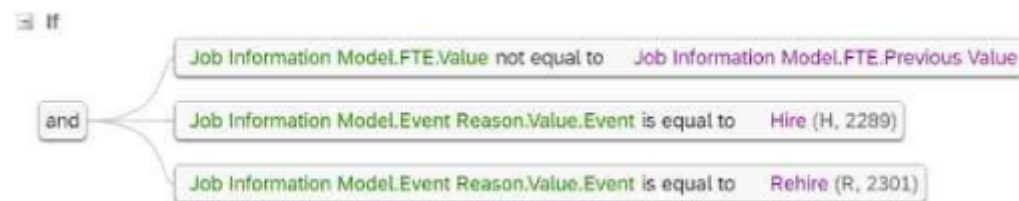
\* Three event reason derivation rules (ERD1, ERD2, ERD3)

- \* A separate catch-all event reason derivation rule (ERD-Catch)
- \* A workflow derivation rule based on event reasons (WFD)
- \* A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed
- \* A rule to use AddressChange workflow for any address change requests (WFD\_Address)
- \* A cross-entity rule to auto-calculate the Base\_Salary amount based on changes to the FTE value for any event other than Hire or Rehire (JobInfo\_FTE\_Comp)

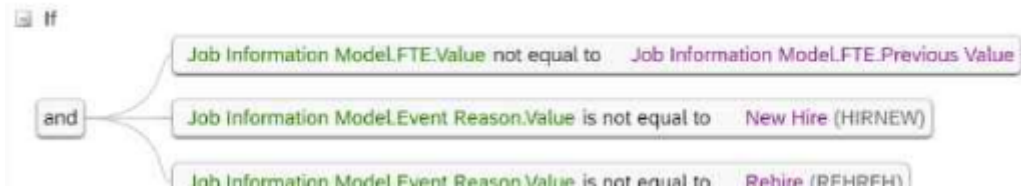
Answer the questions to ensure the event reasons and workflow rules adhere to SAP SuccessFactors recommended practices.

Which condition must be used for the JobInfo\_FTE\_Comp rule?

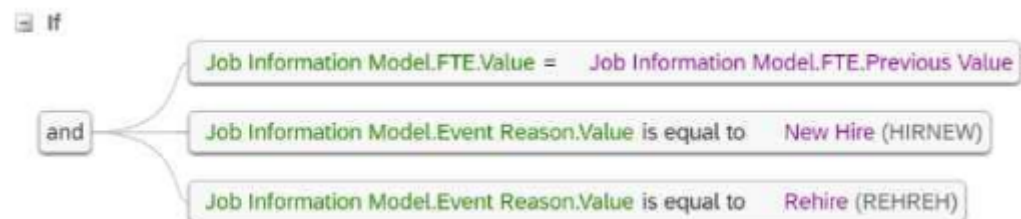
A)



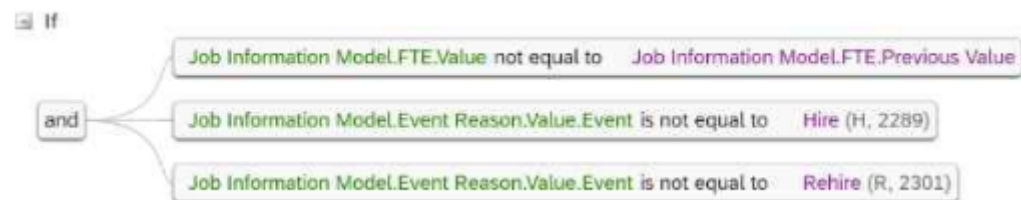
B)



C)



D)



## Options:

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A- Option A

**B-** Option B

**C-** Option C

**D-** Option D

**Answer:**

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D

## Question 6

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**Question Type:** MultipleChoice

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This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population. How can you define this in one workflow?

**Options:**

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**A-** Create dynamic groups per each legal entity and add the necessary approver steps.

**B-** Create permission groups for each legal entity and assign them to the HR admin role.

**C-** Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group.



**D-** Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

**Answer:**

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C

## Question 7

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**Question Type: MultipleChoice**

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The manager has the ability to change the salary during the workflow. Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

**Options:**

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**A-** Edit Attachment Only

**B-** Edit without Route Change

**C-** Edit with Route Change

**D-** No edit

**Answer:**

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C

## Question 8

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**Question Type:** MultipleChoice

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

**Options:**

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- A- Go to then add cost-center
- B- Go to then add dg-filter='true'
- C- Go to then add filter='true'
- D- Go to then add cost-center

**Answer:**

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B

## Question 9

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### Question Type: MultipleChoice

---

Your customer would like to automate its company's HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions.

You are asked to create the following rules based on your customer's requirements:

. Three event reason derivation rules (ERD1, ERD2, ERD3)

\* A separate catch-all event reason derivation rule (ERD-Catch)

\* A workflow derivation rule based on event reasons (WFD)

\* A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed (Default\_JobClass)

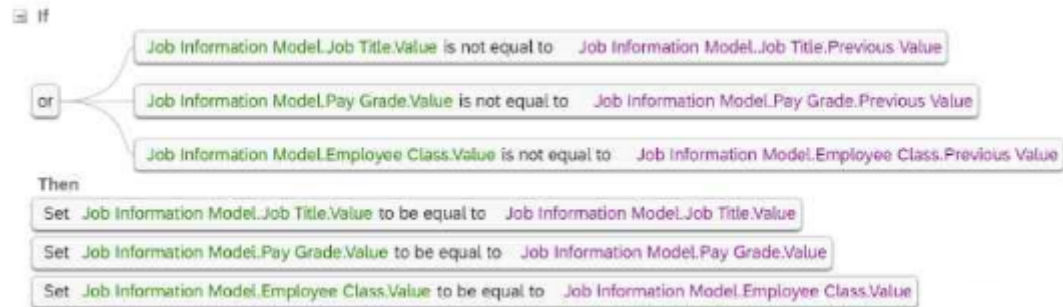
\* A rule to use AddressChange workflow for any address change requests (WFD\_Address)

\* A cross-entity rule to auto-calculate the Base\_Salary amount based on changes to the FTE value for any event other than Hire or Rehire (JobInfo\_FTE\_Comp)

Answer the questions to ensure the event reasons and workflow rules adhere to SAP SuccessFactors recommended practices.

Which rule supports the Default\_JobClass requirement?

A)



B)



C)



D)

If

This rule is always true.  
To add an expression please uncheck the Always True checkbox.

Then

Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Title.Value

Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Pay Grade.Value

Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Employee Class.Value

### Options:

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- A- Option A
- B- Option B
- C- Option C
- D- Option D

### Answer:

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A

## Question 10

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Question Type: MultipleChoice

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Which mathematical formula must be set in the THEN condition to meet the JobInfo\_FTE\_Comp rule requirement?

**Options:**

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- A-  $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base\_Salary}$
- B-  $(\text{Base\_Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$
- C-  $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$
- D-  $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$

**Answer:**

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B

## Question 11

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**Question Type:** MultipleChoice

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An employee is changing their Last Name, so a CC workflow notification should be sent to their manager. When is the CC workflow notification sent out?

**Options:**

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- A- When the employee initiates the workflow
- B- When the approvers decline the workflow
- C- When the workflow is sent back by any approver
- D- When the workflow is approved by all approvers

**Answer:**

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A

## Question 12

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**Question Type: MultipleChoice**

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Which of the following processes in Position Management are controlled from Position Management Settings? Note: There are 3 correct answers to this question.

**Options:**

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- A- To Be Hired Status Adaptation

**B-** Move Position with Supervisor on Job Information change

**C-** Follow Up Activity in Position

**D-** Automated Daily Hierarchy Adaptation

**E-** Synchronize Position Matrix Relationships to Job Relationships of Incumbents

**Answer:**

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A, D, E



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